

7 steps to a European Works Council

1. The company provides information on EEA headcounts to workers' representatives (e.g. trade unions, works councils) in the EEA countries.
2. Workers' representatives decide if they want to make a request to start negotiations for a European Works Council.
3. ETUF(s) and relevant national trade unions build a network of officials and active members to provide support for negotiations.
4. Workers' representatives make a request to start negotiations to the (central) management of the company.
5. A Special Negotiating Body (SNB) is created, based on the applicable law, and **consisting of recognized workers' representatives**.
6. Negotiations take place for an EWC agreement, based on legislation in the country with the European head office (or the largest number of employees), with support from trade unions and preferably using a draft agreement created by the SNB.
7. SNB members discuss the negotiation results at the local and/or national level before signing the agreement.