How can we help?

Establishing and engaging with a European Works Council (EWC) are major steps for any business, involving senior managers providing information to, and consulting with, employee representatives from across Europe and increasing the potential for disputes, commercial delays and reputational damage. Brexit will affect UK-based EWCs and, as a result, the requirement for a considered and strategic approach to negotiating and managing an EWC has never been greater. It is also essential to protect your EWC advice with legal privilege – using our EWC lawyers can deliver this.

Our global Labor Law team includes some of the foremost EWC lawyers. We have extensive experience of setting up, drafting and re-negotiating EWC agreements across a number of sectors and jurisdictions, including the defence, telecoms, engineering, manufacturing, logistics, packaging and aviation sectors. Our work includes negotiating with European trade union experts, merging EWCs, formulating EWC Brexit strategy and evaluating options based on different EWC national laws. We recognise the costs associated with managing and operating a properly functioning EWC and can work with you in accordance with agreed fixed fee structures.
Why work with us?
We can help you with every aspect of managing and negotiating with an EWC including:

1. Advising on Brexit implications for new and existing EWCs.
2. Negotiating a tailored EWC agreement to achieve the best possible information and consultation mechanism.
3. Responding to requests to amend or terminate existing EWC agreements.
4. Managing EWC change following a merger or major corporate restructuring.
5. Advising on multi-jurisdictional issues associated with the election or appointment of employee representatives.
6. Protecting corporate confidentiality in key business decisions and managing the complexities associated with the disclosure of sensitive information to the EWC.
7. Avoiding disputes and unacceptable delays in corporate decision-making while ensuring lawful information and consultation.
8. Pro-actively managing the growing role of EWC experts (hired to assist worker representatives).
9. Advising on processes for managing information and consultation associated with transnational collective redundancies, site closures, significant transfers of work and mergers, acquisitions and disposals.
10. Supporting the practical day-to-day running of an EWC, including the process and agenda for EWC meetings and select committees, facilities, representative rights and the linkage between transnational and local consultation.
11. Training of EWC representatives and management members.
12. Representing employers in EWC legal claims.

What happens next?
For more information please contact:

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Who do we work with?
“The EWC consultancy service has been outstanding at all times. It is distinctive in its professionalism, speed and a clarity of advice that required no further explanation. Leveraging on your team has been like having a legal doctor 24/7.”

**Lucy Nicolaou,** SVP Human Resources,  
The Nielsen Company