How to get through a transnational merger

To cope with company merger, employee representatives have several instruments giving them access to

information and consultation about the impending changes. Sources of these rights are: SE Directive, SCE Directive, EWC or SE Agreement Transfer of Undertakings/Acquired Rights Dir. Information & Consultation Dir. Cross-Border Merger Directive Takeover Bid Directive Collective Bargaining legislation EUROPEAN COMMISSION STARTS MERGER CONTROL WHEN COMPANIES IF
A COMPANY IS BEING TAKEN THERE ARE COLLECTVE ANNOUNCE A MERGER PLAN PROCEDURE **OVER BY ANOTHER** DISMISSALS COMPANIES Public authorities and shareholders start to assess the merger proposal by authorities, shareholders, IF A COMPANY CHANGES **WORKER'S RESPONSES** Special Negotiating Body representing both EWCs should negotiate a
NEW AGREEMENT Can request to be heard by the EU Commission Information and consultation 🦫 Potential cross-border impacts addressed in EWC agreement remains in place until a new agreement impact of the merger Can raise their view on possible impacts Extraordinary meeting **EWCs** with management and EWC of the other company strateaies and results EWCs may play a role in initiating transnational Communication among EWC between both Linking results with the I&C at the local level **Board-**Level Parțicipation Have access to official company documents European Trade Union Exchange of information Expert advice on information, consultation and strategy Federa-Establishing confacts between workers' representative bodies in various countries tions Liaison between levels & countries Workplace NATIONAL & LOCAL PLANT LEVEL repre-Employees' terms and conditions are protected for a transition period senta-Formal notification rules apply tives including consequences for employment Right to have I&C about this transition If there is a cross-border to these local consultations and negotiation Access to official documents Trade unions

To be most effective, various levels of employee representation need to coordinate strategies during the whole process. By cooperating, they are better equipped to negotiate the consequences for the workforce.



