



<https://verdi-bub.de/seminar/1385>

## Themenplan

# People first!

## Works Constitution Act: Staff policy (WoCo 2)

General staff policy: Overview of legal norms and their significance for the workplace

Participants' experiences with staff policy

Classification of staff policy in the overall context of the Works Constitution Act (German: Betriebsverfassungsgesetz, BetrVG)

Individual staff measures in the Works Constitution Act (WCA), including:

- ⚡ Overview of the legal provisions in the WCA
- ⚡ Procedures and time limits
- ⚡ Definition of recruitment, transfer, grading (Section 99 WCA)
- ⚡ Temporary staff measures (Section 100 WCA)
- ⚡ Enforcement options for the works council (Section 101 WCA)
- ⚡ Legal consequences of the works council's involvement under collective law for the individual employee
- ⚡ The works council's restrictions regarding staff measures in ideological establishments and religious communities (Section 118 WCA)

Participation of the works council in case of dismissals, including:

- ⚡ Introductory presentation: basics of employment relationships under individual employment law, ways of terminating employment and reasons for dismissal
- ⚡ Participation of the works council in case of ordinary and extraordinary dismissals as well as notices to alter the employment contract
- ⚡ Procedures and time limits
- ⚡ Legal consequences of the works council's involvement under collective law for the individual employee
- ⚡ The works council's right to object to dismissals (Section 102 WCA)

Examples and exercises on how to implement the works council's right to participation in staff policy

Participation rights of the works council and components of manpower planning

Staff development measures as part of manpower planning, using the example of vocational training: Overview of the legal provisions in the WCA, their operational significance and the rights of the works council