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## Themenplan

# Works Council Basics in English (WoCo 4): Co-determination amidst workplace transformation

## The only constant is change!

The basics of business decisions and their impact on employees

Introduction to the works council's rights to information about and participation in changes to the workplace

Enforcement of the rights to information and participation in the event of changes in the workplace in an active, planned, and targeted way – how to obtain, assess, and classify information

Legal basis for works council initiatives vis-à-vis the employer (e.g. Section 80 or Section 85 WCA)

Works council's obligation of secrecy (Section 79 WCA)

Cooperation between the workforce and the works council to identify and assess company changes

Development of an internal information and early warning system, e.g. with regard to

- :: Information rights in the event of company changes according to Section 80 Article 2 WCA
- :: Information and consultation rights in the planning of construction measures, technical plants as well as working procedures, operations, and jobs (Section 90 WCA)
- :: The works council's right of co-determination according to Section 91 WCA
- :: Staff planning and securing employment (Sections 92, 92a WCA)
- :: The works council's participation in vocational training (Sections 96–98 WCA)

Role and involvement of the finance committee in company change processes (Sections 106, 109a WCA)

Alterations as a special case of company change processes (Section 111 WCA)

Legal consequences of alterations

Reconciliation of interests and social compensation plan according to Section 111 WCA and Section 17 (1) and (2) of the Protection Against Unfair Dismissal Act (KSchG)

(Definition of reconciliation of interests and social compensation plan, main contents and differences of both, enforceability, limits of the conciliation committee's verdict, rules and procedures, dealing with conflicts, implementing an agreement to reconcile interests and a social compensation plan in the company, consequences for individual employees)

Development of a company action strategy (checklist)