https://verdi-bub.de/seminar/4957

ver.di b+b
Bildung + Beratung
LQW-zertifizierte Qualität

Themenplan

Operational change processes, compensation agreement, redundancy fairness plan

Options available to the works council in the event of alterations (of the establishment)

Legal framework for organisational change processes and alterations of the establishment

Forms of alterations (refurbishment or new construction; introduction of new working methods and technical equipment; staff reductions; outsourcing; relocation; mergers of establishments or departments, etc.)

Implications for the workforce

Involvement of the works council in the event of planned alterations:
- The works council's rights to be notified, informed and consulted regarding a compensation agreement/redundancy fairness plan
- Ways of identifying alterations
- The works council's rights to participation and co-determination – which set of alterations triggers which participation rights?
- Procedures for enforcing co-determination and participation rights – conciliation committee, labour court
- Legal consequences for the employer when denying the works council's participation rights
- Responsibilities of the works council/central works council

Negotiations on a compensation agreement and/or redundancy fairness plan:
- Objectives and strategic approach of the works council
- Possible contents of the compensation agreement/redundancy fairness plan
- The works council's right to consult advisers and experts

Current case law

Issues relating to business transfer (including change of ownership and operational control) and corporate restructuring