



**F.E.C.C.I.A.**

**Fédération Européenne des Cadres de la Chimie  
et des Industries Annexes  
European Federation of Managerial Staff in the Chemical  
and Allied Industries**

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Affiliated to CEC – European Managers

Brussels, 23 October 2008

**Object: Amendments requested by FECCIA  
Revision of the European Works council (EWC) directive**

Dear Sir or Madam,

FECCIA, European Federation of Managerial Staff in the Chemical and Allied Industries, affiliated to CEC European Managers wishes to forward you the following amendments concerning the directive on the EWC. These proposals complete the amendments sent by ETUC, BUSINESSEUROPE, CEEP, UEAPME.

During negotiations for the establishment of EWCs on the basis of the existing directive, the FECCIA provided support expertise among its member organizations, so that executives and managers are not excluded from the EWC. However, it is clear that consolidation of the role of European federations can only take place if all the European federations including those representing executives and managers are recognized by the new directive.

FECCIA has a deep interest in this topic and already signed many agreements to establish EWCs. In addition, during CEC's recent conference on EWC (Airbus Toulouse, 5 and 6 June 2008, "Managers' Role in European Works Councils and other Information, Consultation and Participatory Bodies"), FECCIA has brought its experience with three speakers, Germany, France and United Kingdom, on the involvement of executives and managers in these councils.

To this extent, please find in annex the amendments proposed by FECCIA, affiliated to CEC European Managers to be introduced into the new directive.

Yours sincerely,

François VINCENT  
President



Brussels, 23 October 2008

Members of the Employment and  
Social Affairs Committee  
European Parliament  
60, rue Wiertz  
B-1047 Bruxelles

**Object: Amendments requested by CEC European Managers  
Revision of the European Works council directive**

Dear Member of the European Parliament,

CEC European Managers wishes to forward you the following amendments concerning the directive on the EWC. These proposals complete the amendments sent to you by ETUC, BUSINESSEUROPE, CEEP, and UEAPME.

Over the past years, CEC European Managers realized through its member organisations in the various European countries that executives and managers may be left out of EWCs. However, it is obvious that a consolidation of the European Works Council's role can only take place if all categories of employees including executives and managers are represented.

To this extent, please find in annexe the amendments requested by CEC European Managers to be introduced into the new directive.

CEC European Managers has a deep interest in this topic and has expressed a detailed position on the revision of the directive. In addition, CEC's recent conference on the EWC (Airbus Toulouse, 5 and 6 June 2008, "Managers' Role in European Works Councils and other Information, Consultation and Participatory Bodies") highlighted the need of a better representation of executives and managers in EWC.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'G.L.', with a stylized flourish above the letters.

Georges LIAROKAPIS  
President

**CONFÉDÉRATION EUROPÉENNE DES CADRES**

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**AMENDMENTS PROPOSED BY THE CEC EUROPEAN MANAGERS**  
**ON THE EUROPEAN WORKS COUNCIL "RECAST" DIRECTIVE**

1. **Whereas (20)** In accordance with the principle of subsidiarity, it is for the Member States to determine who the employees' representatives are and in particular to ~~provide, if they consider appropriate, for~~ *ensure* a balanced representation of different categories of employees, *including executives and managerial staff*.
2. **Whereas (26)** The special negotiating body must represent employees from the various Member States *and different categories of employees* in a balanced fashion. Employees' representatives must be able to cooperate together to define their positions in the negotiations with the central management.
3. **Art 5. 2 (a)** The Member States shall determine the method to be used for the election or appointment of the members of the special negotiating body who are to be elected or appointed in their territories, *taking into account a balanced representation of different categories of employees, including executives and managerial staff*.
4. **Art 5. 2 (c)** The central management and local management and the ~~competent~~ European workers' and employers' organisations *affiliated to European cross-industry organisations* shall be informed of the composition of the special negotiating body and of the start of the negotiations.
5. **Art 5. 4 § 3** For the purpose of the negotiations, the special negotiating body may request assistance with its work from experts of its choice, for example representatives of ~~appropriate~~ Community-level trade union organisations *affiliated to the European cross-industry organisations*. Such experts may be present at negotiation meetings in an advisory capacity at the request of the special negotiating body, where appropriate to promote coherence and consistency at Community level.
6. **Art 6. 2 (b)** the composition of the European Works Council, the number of members, the allocation of seats, taking into account ~~where possible~~ the need for balanced representation of employees with regard to their activities, category and gender, and the term of office;