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

**COMPANY DECISIONS**

When companies announce a merger plan, public authorities and shareholders start to assess the merger proposal.

**EUROPEAN COMMISSION STARTS MERGER CONTROL PROCEDURE**

- Information and consultation about the cross-border impact of the merger
- Ordinary meeting with management and EWC of the other company
- Communication among EWC between both companies
- Linking results with the EWC at the local level

**IF A COMPANY IS BEING TAKEN OVER BY ANOTHER**

- Can request to be heard by the EU Commission
- Can raise their view on possible impacts
- Access to official documents

**IF THERE ARE COLLECTIVE DISPUTES**

- Potential cross-border impacts addressed in EWC
- Employee reps. can coordinate their national/local strategies and results

**THE MERGER IS COMPLETE**

- Approved by authorities, shareholders, etc.

**WORKER’S RESPONSES**

**EWCs**

- Have access to official company documents
- Have access to official company documents

**Board-Level Participation**

- Have access to official company documents
- Have access to official company documents

**European Trade Union Federations**

- Exchange of information
- Establishing contacts between works\' representative bodies in member countries
- Expert & legal advice and strategy

**Workplace representatives**

- I&Cs about the possible impact, including consequences for employment and collective agreements, etc.
- Employees’ terms and conditions are protected for a transition period
- Right to have I&Cs about this transition
- Specific right to I&Cs. Formal notification still apply
- Be informed about the bid
- In many countries, opportunity to submit an own opinion
- Access to official documents

**Trade unions**

- Exchange of information
- Establishing contacts between works\' representative bodies in member countries
- Expert & legal advice and strategy
- Collective bargaining
- Support in negotiations
- Expert advice, legal advice & strategy
- Union with sectoral European Trade Union Federations

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.

Visit www.worker-participation.eu to learn more