

Brussels, 28 October 2025

Dear Colleagues,

The Education Department of the European Trade Union Institute invites you to its yearly training seminar **‘EWC / SNB negotiators’**. Over the years it has gained a reputation of a must-have course for EWC coordinators supporting the creation of new EWCs (or renegotiating existing ones), SNB delegates currently in negotiations and for EWC/SC members preparing renegotiations of their own agreement in near future.

This year edition of the seminar will take place on **10th-12th February 2026** in Torremolinos, Spain.

Please forward this invitation directly to those in charge of support EWC/SNB negotiations.

Objectives

This course is a dedicated skills-development programme for those responsible for initiating or supporting EWC / SNB negotiations — including delegates elected to Special Negotiating Bodies (SNBs) and trade union coordinators assigned to assist the process. It is also suitable for current EWC delegates involved in renegotiations.

The training course combines the legal framework of EWC negotiations (whether under the SNB procedure or in a renegotiation context) with the practical aspects of negotiation within EWCs, to help participants establish a strong, sustainable, and effective European Works Council. An additional dimension is provided by the new negotiation responsibilities arising from the forthcoming revision of the EWC Directive.

This 2,5-day intensive course on EWC negotiation rules and practices will strengthen the capacity of SNBs and lead to higher-quality EWC agreements in the future. The ultimate goal is to ensure that new EWCs start off on a solid foundation — with a stronger legal basis and better operational arrangements — therefore enhancing workplace democracy and employee influence in multinational companies.

The training is organised in cooperation with the European Trade Union Federations and is cross-sectoral in scope. Participation will be granted based on the actual need to build negotiation capacity and the urgency of upcoming negotiations. Successful completion of the course equips participants to lead, coordinate, or advise on SNB and EWC negotiations.

Target group

EWC/SNB trade union coordinators and SNB delegates currently engaged in negotiations. Participation may be also granted to EWC Select Committee members aiming to renegotiate their own EWC agreements and shop stewards considering to trigger SNB action in near future.

Available places: 25. Final participants list will be consulted with ETUFs. Please wait until you receive our formal confirmation before making any travel arrangements.

Date and venue, logistics

10-12th February 2026; Hotel Pez Espada, Torremolinos (nearest airport: Malaga, 25 minutes by train). Hotel and meals are booked and paid for you by the ETUI. Participants have to make their own travel arrangements, knowing that travel costs will be paid back by ETUI on the basis of a EC rules of reimbursement (attached). Please read the travel rules carefully to find out what your maximum flight reimbursement limit is. Extra hotel expenses are not taken in charge by ETUI. Participants are expected to arrive on Monday 9th and to leave on Thursday 12th.

Languages and programme

The workshop will be held in English, as we assume that English is most common for EWC negotiations. 2 more languages may be added depending on the needs of the participants.

Programme

Please find the program attached.

Registrations

Please register under this link:

<https://crm.etui.org/form/ewc-snb-negotiators-10-feb-26-to>

The deadline for the registrations is **Monday, 5th January 2026 EOB.**

The confirmations will be sent as soon as possible.

Participation on this course is free of charge but in case of no-show, you will be asked to pay the no-show costs and ETUI will re-invoice your organisation.

Additional information

Should you need any additional information please do not hesitate to contact Sylviane Mathy smathy@etui.org or Cyprian Szyszka, cszyszka@etui.org

We look forward to meet you in the EWC negotiators' circle!

The ETUI EWC team