

# OTTO

22-08-1996



[translated from German]

## *AGREEMENT ON INFORMING AND CONSULTING EMPLOYEES AND EMPLOYEE REPRESENTATIVES IN THE EUROPEAN OTTO GROUP*

### **PREAMBLE**

The transnational exchange of information and views facilitated by the introduction of an institutionalised dialogue at European level is to be intensified in order to promote better mutual understanding and cooperation within the European Otto Group. For this purpose, a procedure is to be introduced consisting of centralised and decentralised elements. At Group level, an Otto Europe Committee is to be established in the form of a European employee forum, which will take account of the companies' national structures and situations. The informing and consulting of employees and their representatives is to be ensured for the individual countries in the manner customary at their respective national level.

This Agreement shall cover all workers employed in the companies of the Otto Group within the area of application of the Agreement and shall be valid for an unlimited period. Should it prove necessary to further develop individual provisions by virtue of the experience gathered in executing this Agreement or changes in general conditions, the parties to the Agreement shall be prepared to do so accordingly. Insofar as any procedures are not regulated in detail, these shall be taken care of on a case-by-case basis in the spirit of cooperation based on trust.

### **1. AREA OF APPLICATION**

The following Agreement within the meaning of Art. 13 of EU Directive 94/45 dated 22 September 1994 regulates the transnational informing and consultation of employees and their representatives in the Member States of the European Union, including Great Britain. It shall apply to companies belonging to the European Otto Group\* in the countries referred to.

### **2. SUBJECT OF INFORMATION AND CONSULTATION**

The subject of information and consultation shall be the matters listed below which are of a transnational nature and have a substantial impact on the interests of employees within the geographical area of application of this Agreement:

- The structure of the Group, including substantial changes (mergers, closures, cut-backs, relocation of companies or plants)
- The general economic situation and likely developments in that area
- The employment situation and likely developments in that area
- Substantial investment projects and fundamental changes in organisation.

\* corresponds to the term "autonomous companies" under Art. 3 of the Directive