

# Act on European Works Councils

1999 no. 61 March 22

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**Entered into force on 30 March 1999.** *EEA Agreement:* XVIII. Annexes to Directives 75/129 / EEC and 77/187 / EEC, XXII. Annexes Directive 78/660 / EEC and XVIII. Annex Directive 94/45 / EC. *Amended by:* [Law 104/2014](#) (entered into force on 7 November 2014; *EEA Agreement:* Annex XVIII, Directive [2009/38](#) / EC). [Act 51/2019](#) (entered into force on 26 June 2019).

If this Act refers to a minister or ministry without specifying a subject area or referring to it, it means the **Minister of Social Affairs and Children** or the **Ministry of Social Affairs** that administers this Act. Information on the subject areas of ministries according to a presidential decree can be found [here](#).

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## Chapter I. Objectives and scope.

### ■ Article 1 *The purpose of the law.*

- The purpose of this Act is to improve the right of employees to information and consultation in companies or groups of companies operating in at least two countries in the European Economic Area (EEA).
- To this end, a European Works Council, hereinafter referred to as "Works Councils", shall be established with representatives of employees or rules shall be laid down in each company and group of companies on the dissemination of information and consultations as further provided in this Act.
- Dissemination of information and consultation with employees or their representatives shall take place at the appropriate management levels with the competent representatives in accordance with the material under discussion at any given time.]<sup>1)</sup>

<sup>1)</sup>[L. 104/2014, Art.](#)

### ■ Article 2 *Scope.*

- This Act applies to companies and groups of companies, cf. Articles 3 and 4
- When the central board of a company, cf. Article 7, which in this country further applies to foreign subsidiaries and establishments, with the exception of Article 8, paragraphs 3 and 4. Article 11, paragraphs 2 and 3 Article 21 and 34-35. gr.
- The powers of the Co-operation Council, the dissemination of information and consultation with employees according to this Act shall be limited to multinational issues, cf. Article 8 a.
- This Act does not apply to information dissemination and consultation according to the [Act on Information and Consultation in Companies, no. 151/2006](#) . This Act does not apply to rules on information dissemination and consultation pursuant to Art. [Article 6 Act on the Legal Status of Employees in the Event of a Transfer of Companies, no. 72/2002](#), and according to II . chapter of the [Act on collective redundancies, no. 63/2000](#) .] <sup>1)</sup>

<sup>1)</sup>[L. 104/2014, Article 2.](#)

## II. chapter. Definitions.

■ **Article 3** *Company.*

Companies in this Act refer to companies that:

1. have at least 1,000 employees in countries in the European Economic Area,
2. have offices in at least two EEA countries and have at least 150 employees in each of them.

■ **Article 4** *Group of companies.*

For the purposes of this Act, a group of companies means a group of companies which:

1. has at least 1,000 employees in countries in the European Economic Area,
2. has companies in at least two EEA countries,
3. consists of at least two companies, each in its own EEA state, each has 150 employees or more.

■ **Article 5** *Parent company.*

Parent company means a company that is in a dominant position vis-à-vis another company, for example on the basis of property rights, financial participation or the rules by which it operates, cf. however, the first paragraph. Article 6

If it is not possible to demonstrate that the opposite should believe that a company is in a dominant position in relation to another undertaking directly or indirectly:

1. has the right to appoint more than half the members of the Board of Directors, management or supervisory order or

second takes a majority of the votes in it or

3. has more than a half share in it.

If two or more companies within a group of companies meet one or more conditions of the second paragraph. the company is considered the parent company that fulfills the conditions of point

1. Paragraph 2 If none of the companies fulfills the conditions of point 1. Paragraph 2 is considered to be the company that fulfills the conditions of point 2. Paragraph 2 parent company.

An undertaking with which the parent undertaking has any of the relations referred to in paragraphs 1 and 2 shall be considered a subsidiary. Together, the parent company and the subsidiaries form a group of companies.

In deciding the significance of voting rights and the right to nominate a representative to a company's board, executive board or supervisory body within the meaning of this provision, both the rights owned by the parent company and its subsidiaries shall be taken into account.

■ **Article 6** *Exceptions.*

A company is not considered a parent company according to Art. 1. – 3. mgr. Article 5 in the case of:

1. Credit institutions, other financial institutions or insurance undertakings, where securities transactions, purchases and sales on their own behalf or by others are covered by the normal activities of the undertaking concerned, which hold temporary shares in undertakings which they intend to resell. It is a condition that they do not exercise the voting rights attached to these shares for the purpose of determining the competitive actions of the same undertaking or that they exercise this voting right only for the purpose of preparing the sale of the undertaking in question in whole or in part, its assets or shares and that the sale will take place within a year of the shares being acquired.

2. A holding company which acquires direct or indirect control over another undertaking, through the acquisition of a share in it or otherwise, provided that the voting rights granted by the control are exercised, in particular as regards appointments to the executive board and the boards of directors of the companies in which it has a share. to maintain the full value of these investments and not to determine the direct or indirect competitive action of these companies. Holding companies refer to companies whose main objective is to invest in other companies and to invest and utilize such interests without directly or indirectly interfering in the management of such companies.

The liquidator of a bankruptcy estate according to the Bankruptcy Act, or another person who by law

has been appointed to handle liquidation, moratorium, composition agreements or other similar actions, is not considered to be in a dominant position within the meaning of Article 5.

■ **Article 7** *Central Board.*

- The board of a company is considered its central board.
- The board of a parent company, cf. Article 5, is considered the central board of a group of companies. If two or more companies within the same group of companies are parent companies, the central board is considered to be the board of the company that is in a dominant position vis-à-vis the other companies, cf. however, the first paragraph. Article 6
- If the central board of a company or group of companies is not in an EEA state, the central board is considered to be the representative nominated by the central board. If such a representative has not been nominated, the central board is considered to be the board of the company or establishment that has the most employees in an EEA state.

■ **Article 8** *Number of employees.*

- With the number of employees, cf. Articles 3 and 4, refers to the average number of employees in the last two years before a request is submitted according to Art. Article 10 In making this decision, no distinction shall be made between part-time employees and those who work full-time, cf. however, the second paragraph.
- The Central Board shall provide employee representatives with information on the total number of employees in companies and establishments in individual states. The Central Board shall also provide them with information on the company's company form and group of companies.

■ **[8. gr. a.** *Multinational issues.*

- For the purposes of this Act, multinational issues refer to issues concerning:
  1. companies, cf. Article 3, as a whole,
  - 2nd group of companies, cf. Article 4, as a whole or
  3. at least two companies of a group of companies or two offices of a company or group of companies in two EEA states.]<sup>1)</sup>

<sup>1)</sup>L. 104/2014, Article 3.

■ **[8. gr. b.** *Employee representatives.*

- For the purposes of this Act, employee representatives refer to trade union representatives and / or the joint representative of the employees of the company in question who do not have a shop steward, unless otherwise stipulated in wage agreements or there is an agreement on other practices in companies.]<sup>1)</sup>

<sup>1)</sup>L. 104/2014, Article 3.

■ **[8. gr. c.** *Dissemination of information.*

- Dissemination of information in this Act refers to the dissemination of information from the employer to the employees' representatives, which enables them to familiarize themselves with the subject matter of the case. Information shall be to that effect and provided at that time and in such a way that the employees' representatives can carry out a detailed assessment of their potential impact and, as appropriate, prepare consultations with the competent party in the company or group of companies in question.]<sup>1)</sup>

<sup>1)</sup>L. 104/2014, Article 3.

■ **[8. gr. d. Consultation.**

□ For the purposes of this Act, consultation means the establishment of discussions and exchanges of views between employees' representatives and the central board or other relevant management level. Consultations shall be to that effect and take place at such a time and in such a way that the employees' representatives can, on the basis of the information provided to them, express their opinion on the proposed measures concerning the consultation.] <sup>1)</sup>

<sup>1)</sup>L. 104/2014, Article 3.

**III. chapter. Establishment of a co-operation council or approval of rules on information dissemination and consultation.**

■ **Article 9 Liability.**

□ The Central Board is responsible for creating the necessary conditions for the establishment of a Co-operation Council or the adoption of rules on information dissemination and consultation.

■ **Article 10 Beginning of negotiations.**

□ The Central Board shall, on its own initiative or upon written request from at least 100 employees or their representatives in at least two companies or establishments in at least two EEA States, initiate negotiations on the establishment of a Co-operation Council or the establishment of rules on the dissemination of information.

□ Request according to Paragraph 1 shall be submitted to the central board or any other board of a company, which shall then forward the request to the central board.

□ Deadline, cf. Article 19, begins at the request of employees, cf. Paragraph 1, has been handed over to the central board or board of another relevant company that is part of the group of companies or the company.

■ **Article 11 Appointment of a special bargaining council.**

□ Subject to the provisions of Article 10. the central board shall take the initiative in appointing a special bargaining council whose purpose is to work on the establishment of a co-operation council or the setting of rules on information dissemination and consultation.

□ Employee representatives elect a representative to the bargaining council according to Art. Paragraph 1 from his group. If this is not possible, all employees must vote for them.] <sup>1)</sup>

□ Representatives of the bargaining council elected in Iceland shall be elected from among the employees by shop stewards within the company. If there are no shop stewards within the company, all employees of the company or establishments have the right to participate in the election of representatives to the bargaining council.

□ Employees who, due to their position, do not have a shop steward have the right to elect a representative who shall take part in the election of a representative to the bargaining council.

□ The number of employee representatives from each EEA state, where a company or group of companies has a company or establishment, who are appointed to the bargaining council is determined by the proportion of employees in that state out of the total number of employees of the company or group of companies. At least one employee representative shall have a seat on the bargaining council from the EEA state according to Art. 1st sentence where the number of employees is less than 10% of the total number of employees of the company or group of companies.

□ Once the bargaining council has been appointed, the central board, local councils and competent trade unions and employers' organizations at European level shall be notified of its composition and of the

commencement of negotiations.]<sup>1)</sup>

<sup>1)</sup>L. 104/2014, Article 4.

■ **Article 12** *Tasks and costs of the special bargaining council.*

□ In the spirit of co-operation, the Bargaining Council and the Central Board shall work on the conclusion of a written agreement on the establishment of a Co-operation Council or the establishment of rules on the dissemination of information and consultation.

□ The Bargaining Council may seek the assistance of experts of its choice, such as representatives of the competent recognized trade unions or European trade unions. At the request of the Bargaining Council, such experts and trade union representatives may attend meetings where bargaining takes place to advise the Bargaining Council.]<sup>1)</sup>

□ The Central Board shall bear the costs of negotiations so that the Bargaining Council is able to carry out its tasks in a normal manner, including travel and accommodation expenses. The central board shall also provide the negotiating council with accommodation as well as an interpreter and a secretary if necessary.

<sup>1)</sup>L. 104/2014, Article 5.

■ **Article 13** *Announcement of meeting.*

□ When the bargaining council has been appointed, cf. Article 11, the Central Board shall convene a meeting in order to begin negotiations on the conclusion of an agreement pursuant to Art. Article 14 or 15 The boards of other companies shall be notified of the invitation to the meeting.

□ Before and after each meeting with the Central Board, the Special Bargaining Council may convene without the presence of representatives of the Central Board, and the Bargaining Council may use the necessary means of communication.]<sup>1)</sup>

<sup>1)</sup>L. 104/2014, Article 6.

■ **Article 14** *Content of the agreement on the co-operation council.*

□ In an agreement on the establishment of a Co-operation Council, cf. Paragraph 1 Article 12, shall contain provisions on at least the following matters:

1. Names of companies and / or establishments, cf. Articles 3 and 4, which are covered by the agreement.

2. Composition of the Cooperation Council, number of members of the Council, allocation of seats and term of office. The allocation of seats shall be balanced, as far as possible, with regard to the gender of the representatives, their work and field of work.]<sup>1)</sup>

3. The role of the Co-operation Council and information dissemination and consultation of the Co-operation Council, as well as the manner in which information dissemination and consultation of the Co-operation Council will be coordinated with information dissemination and consultation of national employee representative councils. Article 1 and the third paragraph. Article 2] <sup>1)</sup>

4. Where the council shall meet, how often and for how long.

5. The resources and facilities of the Cooperation Council shall be.

6. [date of entry into the contract and duration of, by any means being amended or terminated in any case the contract should be renewed and the way it should be done, including due to changes in the structure of the undertaking or undertakings if necessary.]<sup>1)</sup>

[7. The composition, role and rules of the nominations and procedures of the Executive Committee established within the Cooperation Council, if applicable.]<sup>1)</sup>

<sup>1)</sup>L. 104/2014, Article 7.

■ **Article 15** *Content of the agreement on information dissemination and consultation.*

If the central board and the bargaining council decide to enter into an agreement that contains rules on information dissemination and consultation, cf. Paragraph 1 Article 12, the agreement shall in particular contain provisions on matters that concern more than one EEA state and have a significant effect on the interests of employees. The agreement between the parties shall, however, at least stipulate the following items:

1. Names of companies and / or establishments, cf. Articles 3 and 4, which are covered by the agreement.
2. The method of disseminating information and consultation with employees or their representatives.  
The right of employees or their representatives to meet in order to exchange views on information provided to them pursuant to Art. 1st sentence.

■ **Article 16** *End of negotiations.*

The Bargaining Council may decide by at least two-thirds of the votes not to enter into negotiations on the conclusion of an agreement pursuant to Art. Article 14 or 15 or terminate negotiations that have already begun.

If the Bargaining Council has decided pursuant to Art. Paragraph 1 negotiations on concluding a contract shall be terminated. Once such a decision has been taken, the provisions of IV. section not.

The Bargaining Council may be reconvened at the earliest two years after the above decision has been taken, unless the parties prescribe a shorter period.

■ **Article 17** *Voting.*

The votes of the majority of the members of the Negotiating Council determine the results of the voting, cf. however, Article 16. In the event of a tie, representatives of the State with the largest number of employees shall have one additional vote.

■ **Article 18** *Notification to the Minister.*

The Central Board shall notify the Minister of agreements that have been made in accordance with Art. Article 14 or 15 of this Act.

**IV. chapter. Alternate provisions.**

■ **Article 19** *Obligation to establish a co-operation council.*

A Co-operation Council shall be established in accordance with the provisions of this Chapter:

1. if the Central Board and the Bargaining Council so decide,
2. if the Central Board has not commenced negotiations within six months after a request has been received from employees pursuant to Art. Article 10,
3. if the parties have not agreed on the agreement specified in Article 14 or 15. within three years from the time when the request for it was originally received, cf. Article 10, and the Bargaining Council has not previously made a decision pursuant to Art. Article 16

■ **Article 20** *[Dissemination of information and consultation.*

The dissemination of information to the Cooperation Council shall in particular concern the organization of the company or group of companies, the economic and financial situation and the likely development in terms of operations, production and sales.

Dissemination of information and consultation with co-operation councils shall in particular concern

the state and prospects of employment, investments and significant changes in the organization of the company or group of companies, the introduction of new working methods or production methods, relocation, mergers, closures or closures of companies, establishments or other important parts.

Consultation shall be arranged in such a way that employee representatives can meet with the Central Board and receive its response to their opinions, as well as the reasoning of the Central Board for that response.] <sup>1)</sup>

<sup>1)</sup>L. 104/2014, Article 8.

■ **Article 21** *Election of representatives to the Co-operation Council.*

The Co-operation Council shall have a minimum of three and a maximum of thirty members. Employee representatives elect representatives to the council from among themselves. If this is not possible, all employees must vote for them.

Representatives of the Co-operation Council elected in Iceland shall be elected from among the employees by shop stewards within the company. If there are no shop stewards within the company, all employees of the company or establishments have the right to participate in the election of representatives to the Co-operation Council.

Employees who, due to their position, do not have a shop steward have the right to elect a representative who shall participate in the election of a representative to the Co-operation Council.

The number of employee representatives from each EEA state, where a company or group of companies has a company or establishment, who are appointed to a works council is determined by the proportion of employees in that state out of the total number of employees of the company or group of companies. At least one employee representative shall have a seat on the Co-operation Council from the EEA state according to Art. 1st sentence where the number of employees is less than 10% of the total number of employees of the company or group of companies.] <sup>1)</sup>

... <sup>1)</sup>

The central board or any other relevant level of management within a company or group of companies shall be notified of who appoints the co-operation council.

To ensure that the Cooperation Council can coordinate its activities, it shall elect from among its members an Executive Committee composed of up to five members. The Executive Committee shall be able to meet regularly to carry out its duties and shall establish its rules of procedure.] <sup>1)</sup>

<sup>1)</sup>L. 104/2014, Article 9.

■ **Article 22** *Audit.*

Every two years after the establishment of the Co-operation Council, the Central Board shall calculate the number of representatives for each state and provide the Council with information on its outcome. If the result calls for a change in the number of representatives who have been appointed according to Art. Paragraphs 4 and 5 Article 21 the number of members of the Council shall be reduced or increased as appropriate.

Four years after the co-operation council has been established in accordance with the provisions of this chapter, the council must discuss what the need is for initiating negotiations in order to conclude an agreement pursuant to Art. Article 14 or 15 or whether the work of the Co-operation Council should be continued on the same basis as before.

If the parties decide to enter into an agreement pursuant to Art. Articles 14 and 15 the Cooperation Council shall play the role that the Negotiating Council would otherwise be entrusted with.

■ **Article 23** *Regular meetings.*

The Co-operation Council has the right to meet with the Central Board once a year for information and consultation. Prior to the meeting, the central board shall prepare a report on the operations and operating prospects of the company, which shall form the basis of the meeting.

... »

»L. 104/2014, Article 10.

■ **Article 24** *Extraordinary meetings.*

If there are special circumstances or decisions have been taken that have a significant impact on the interests of employees, in particular due to relocation, closure of companies or their establishments or collective redundancies, to the Executive Committee or Cooperation Council, if the Executive Committee has not been appointed, the right to be informed.] »

The Executive Committee or, if it has not been set up, the Cooperation Council, after submitting a request to that effect, shall have the right to meet with the Executive Board of the company or any other relevant level of management of the company or group of companies in order to obtain information and consult on important measures have a significant impact on the interests of employees.

Representatives of the Co-operation Council, who have been elected in companies or their establishments as the relevant circumstances or decisions pursuant to Art. Paragraph 1 have a significant influence on, have the right to attend meetings of the Executive Committee which are planned according to Art. Paragraph 2] »

Meeting according to Paragraph 2 shall be held as soon as possible on the basis of a report from the central board or another relevant level of management. The Executive Committee or the Cooperation Council may submit an opinion on the report at the end of the meeting or within a reasonable time.

Meeting according to Paragraph 2 does not affect the authority of the central board.

If there is a dose to the annual meeting according to Article 23 may postpone discussions on issues that would otherwise be discussed at an extraordinary meeting if it is clear that the deadline for that reason does not affect the consultation process.

1. – 6. mgr. on the dissemination of information and consultation shall be enforced with regard to the second paragraph. Article 1 and Article 29] »

»L. 104/2014, Article 11.

■ **Article 25** *Preparatory meeting.*

Before a meeting is held with the central board, the co-operation council or the executive committee, with the broader composition that is permitted according to Art. Paragraph 3 Article 24, may hold a meeting without the presence of the Board.

■ **Article 26** *Disclosure of information.*

Representatives of the works council shall inform the representatives of the company's employees or, if such representatives do not exist, all employees of the company from the content of information and consultations that have taken place in accordance with the provisions of this chapter, cf. however, Article 29.

■ **Article 27** *Experts.*

The Cooperation Council or the Executive Committee may call in experts of its choice if this proves necessary for the activities of the Council. Costs of the central board, cf. Article 28, however, is limited to the work of one specialist.



■ **Article 28** *Cost.*

- The Central Board pays the costs of the Co-operation Council.
- The Central Board shall provide the members of the Cooperation Council with the resources and facilities necessary for them to carry out their duties. The Central Board must ensure that members of the Co-operation Council do not suffer a loss of pay due to their participation in the work of the Council.
- In particular, the central board shall pay the costs of organizing meetings and facilities for interpretation and the accommodation and travel expenses of the representatives of the works council and its executive committee, unless otherwise agreed.

**Chapter V. Common provisions.**

■ **Article 29** *Confidentiality.*

- The Central Board may impose a duty of confidentiality on representatives of the Bargaining Council, the Cooperation Council and the Executive Committee, representatives of employees pursuant to Art. Article 15 and the experts who are available to assist them. The Central Board shall specify in particular the information to which confidentiality relates.
- The duty of confidentiality remains even if the power of attorney of those who fall under the first paragraph. fall down.

■ **Article 30** *Exemption from the obligation to provide information.*

- The Central Board may refrain from providing representatives in the Bargaining Council, the Cooperation Council and the Executive Committee or representatives of employees pursuant to Art. Article 15 information if it is according to an objective assessment of such a nature that it may have a detrimental effect on the activities of the companies concerned or be harmful to them.

■ **[30. gr. a.** *Coordination of information dissemination and consultation with national employee representative councils.*

- Dissemination of information and consultation of the Co-operation Council shall be compatible with dissemination of information and consultation of national representative councils of employees, taking into account the powers and areas of action of these parties, cf. Paragraph 3 Article 1 and the third paragraph. Article 2
- Provision shall be made for the co-ordination of co-ordination of information dissemination and consultation between the Co-operation Council and the National Representative Councils of Employees, cf. Paragraph 1 in an agreement on the establishment of a Co-operation Council, cf. Article 14 If the coordination arrangement according to Art. Paragraph 1 not been defined by agreement, cf. 3. tölul. Article 14, and it is planned to make decisions that may lead to significant changes in the work organization or contractual relationship between employees and the employer, information dissemination and consultation shall take place in the works council as well as with union representatives and / or joint representatives of non-shop stewards. <sup>1)</sup>

<sup>1)</sup>L. 104/2014, Article 12.

■ **[30. gr. b.** *Amendments to an agreement on a co-operation council due to significant changes in a company or group of companies.*

- Negotiations regarding a co-operation council agreement shall be resumed if significant changes are made to the organization of a company or group of companies and the current agreements have not provided for how to respond when such changes occur or the provisions of existing agreements are

incompatible. Such negotiations will be initiated by the central board or at the written request of at least 100 employees or their representatives in at least two EEA states where a company or group of companies has operations.

In a special bargaining council, in addition to elected representatives, at least three representatives from each working co-operation council shall sit.

During the negotiations, one or more existing works councils shall continue to operate in the manner agreed upon by the representatives of the works council and the central board.] <sup>1)</sup>

<sup>1)</sup>L. 104/2014, Article 12.

■ **Article 31** *[Role and legal status of employee representatives.*

Without prejudice to the powers of other parties, representatives of the Cooperation Council shall have the necessary resources to exercise their rights under this Act and to safeguard the interests of the employees of a company or group of companies.

Without prejudice to the provisions of Article 29. Representatives of the Co-operation Council shall provide representatives of the employees of a company or group of companies with information on the content and results of information dissemination and consultation. In the absence of such a representative, the representatives of the Cooperation Council shall provide all employees with this information.

Representatives of the special bargaining council or the co-operation council or representatives of employees shall not be subject to dismissal or reduction of their terms due to their work. Employee representatives, cf. Article 8 b, shall enjoy the same legal protection as shop stewards according to the [Act on Trade Unions and Industrial Disputes, no. 80/1938](#).

Representatives of the special bargaining council or co-operation council that are part of the crew of a seagoing vessel shall have the right to participate in the meetings of the councils or any other meeting according to an arrangement established pursuant to Art. Article 15 if they are not at sea or in a port in a country other than where the shipping company has established when the meeting takes place. The same applies to the alternates of the representatives of the special bargaining council or the co-operation council. Whenever possible, meetings shall be organized in such a way as to facilitate the participation of representatives or alternates in the crew of a seagoing vessel. In cases where members of the seagoing ship's crew are unable to attend a meeting, efforts shall be made to use information and communication technology.] <sup>1)</sup>

Employee representatives shall be guaranteed the right by a contract with the employer to take leave from work so that they can in a normal manner fulfill their obligations in concluding and implementing contracts in accordance with this Act.

Representatives of the Special Bargaining Council and the Co-operation Council shall, without losing their salaries, be provided with the training necessary for the performance of their duties under this Act.] <sup>2)</sup>

<sup>1)</sup>L. 51/2019, Art. <sup>2)</sup>L. 104/2014, Article 13

■ **Article 32** *Disagreement.*

Disputes that may arise regarding the conclusion or implementation of an agreement made on the basis of this Act will be brought before a general court.

■ **Article 33** *Regulation.*

The Minister may lay down further provisions in a regulation on the election of Icelandic representatives to the Negotiating Council and the Co-operation Council.

**VI. chapter. Penalties.**

■ **Article 34** *Information to third parties.*

Those who, despite the duty of confidentiality according to Article 29 provide third parties with information that has been provided to them shall be sentenced to a fine unless a heavier penalty is provided for in other laws.

■ **Article 35** *Penalties.*

Violation of Article 9, paragraph 1 Article 10, paragraph 1 Article 11, Article 19, Article 23 and 1-2. mgr. Article 24 subject to fines.

**VII. chapter. Various provisions.**

■ **Article 36** *Article 13 agreements.*

This Act does not apply to companies and groups of companies that are parties to an agreement on the provision of information and consultation on the basis of Article 13. of Directive no. 94/45 / EB. It is a condition that the agreement between the parties has entered into force no later than 21 September 1996 and that it covers all employees of the company or group of companies concerned and concerns the provision of information and consultation on company matters in two or more states.

If an agreement, cf. Paragraph 1, expires, the parties may extend it. Otherwise, the parties' relations are governed by this Act.

■ **[36. gr. a. [Implementation of directives.]<sup>1)</sup>**

This Act transposes Directive 2009/38 / EC of the European Parliament and of the Council of 6 May 2009 on the establishment of a European Works Council or the adoption of rules in Community-wide undertakings and groups of undertakings concerning the provision of information to employees and consultations referred to in to point 27 of XVIII. of the Agreement on the European Economic Area as amended by Decision of the EEA Joint Committee no. 54/2010. [This Act is also enacted to implement Directive of the European Parliament and of the Council (EU) 2015/1794 of 6 October 2015 amending Directives of the European Parliament and of the Council 2008/94 / EC, 2009/38 / EC and 2002/14 / EC and Directives Council's 98/59 / EC and 2001/23 / EC, on seafarers, referred to in Annex XVIII. of the Agreement on the European Economic Area as amended by Decision of the EEA Joint Committee no. 258/2018 from 5 December 2018.] <sup>1)</sup> <sup>2)</sup>

<sup>1)</sup>L. 51/2019, Article 2. <sup>2)</sup>L. 104/2014, Article 14

■ **Article 37** *Entry into force.*

This Act shall enter into force immediately.