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**LAW ON
EUROPEAN WORKS COUNCILS REPUBLIC OF LITHUANIA**

19 February 2004 No IX-2031
Vilnius

**SECTION 1
GENERAL PROVISIONS**

Article 1. Purpose of the Law

1. The purpose of this Act is to ensure the right of employees of a European Union undertaking and a group of European Union undertakings to be heard, as well as the right to information and consultation of employees.

Amendments to the paragraph:

No [XIII-301](#), 2017-04-20, published in the TAR on 02-05-2017, i. k. 2017-07279

2. The provisions of the Law are aligned with the legal acts of the European Union listed in the Annex to this Law.

Article 2. Application of the Law

1. This Law shall apply if the head office of the European Union undertaking and of the holding company of a group of European Union undertakings is situated in the Republic of Lithuania.

2. Employee representatives - representatives of employees of a European Union undertaking or its branches, as well as of a European Union group of undertakings or their branches; representatives of employees of a European Union undertaking or a branch of a European Union undertaking with its registered office in the Republic of Lithuania and of a European Union group of undertakings with its registered office in the Republic of Lithuania - as regulated by Article 165 of the Labour Code of the Republic of Lithuania; representatives of employees of a European Union undertaking or a European Union group of undertakings with its registered office in another state, as well as of branches of these undertakings operating in another state - as defined in accordance with the legislation and/or practice of those states. The European Works Council, the Committee of the European Works Council, the Special Negotiating Committee, as well as other persons representing the employees shall also be considered as representatives of the employees in the event that a European Works Council is not set up, but procedures for informing and consulting the employees are drawn up.

Amendments to the paragraph:

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3. This law also applies to the determination of:

1) whether the undertaking to which the law of the Republic of Lithuania is applicable is a holding company of a group of undertakings in the European Union;

2) the number of employees of the European Union company and the European Union group

of companies in the Republic of Lithuania;

3) information on the structure of the European Union undertaking and the European Union group of undertakings, the legal status of those undertakings, the procedure for the representation of employees, the procedure and conditions for the provision of information to the employees' representatives who are to represent the employees of the undertakings or of their subsidiaries in the context of the formation of a European Works Council and the provision of information on employees to the employees' representatives;

4) the conditions for the appointment (election) of employee representatives of branches of a European Union undertaking operating in the Republic of Lithuania, as well as of employee representatives of undertakings of a European Union group of undertakings with a seat in the Republic of Lithuania, to Special Negotiating Committees and to European Works Councils, or to representative bodies of employees, or their equivalent, but otherwise called employee representative bodies, where such bodies are established in accordance with the law of other Member States;

5) guarantees and protection of the rights of the members of the European Works Council or the Special Negotiating Committee, if these members have an employment relationship with a branch of a European Union undertaking operating in the Republic of Lithuania or with an undertaking of a group of undertakings of the European Union having its seat in the Republic of Lithuania;

6) the right of the members of the Special Negotiating Committee and the European Works Council to reimbursement of travel, health and life insurance, accommodation and subsistence expenses, where these members are in an employment relationship with a branch of a European Union enterprise operating in the Republic of Lithuania or with an enterprise of a group of enterprises of the European Union having its seat in the Republic of Lithuania.

Article 3. Basic concepts of this Law

1. **'Central management'** means the management body of a European Union undertaking or a holding company of a group of European Union undertakings. Where the head office of a European Union undertaking or of a holding company of a group of European Union undertakings is situated in a Member State other than a Member State, the central management shall be the head of the branch of the European Union undertaking designated as its representative or the management body of the European Union group of undertakings designated as its representative, or, where such a representative is not designated in any Member State, the head of the branch of the undertaking with the largest number of employees situated in a Member State or the management body of the European Union group of undertakings having the largest number of employees and established in a Member State.

2. **Employee representatives** - representatives of employees of a European Union undertaking or its branches, as well as of a European Union group of undertakings or their branches; representatives of employees of a European Union undertaking or a branch of a European Union undertaking with its registered office in the Republic of Lithuania, as well as of a branch of a European Union group of undertakings having its registered office in the Republic of Lithuania, as regulated in Article 19 of the Labour Code of the Republic of Lithuania; representatives of employees of a European Union undertaking, or a European Union group of undertakings, or of branches of such undertakings having their registered office in another State, as well as of branches of such undertakings having their registered office in another State, as defined in accordance with the legislation and/or practice of those States. The European Works Council, the Committee of the European Works Council, the Special Negotiating Committee, as well as other persons representing the employees shall also be considered as representatives of the employees in the event that a European Works Council is not set up, but procedures for informing and consulting the employees are drawn up.

3. **European Works Council** means a council established in accordance with the procedure laid down in this Law, operating at the level of the undertakings in the European Union group of undertakings or at the level of the European Union undertaking, if so provided for in the agreement between the special negotiating committee and the central management on the establishment of the European Works Council, the purpose of which shall be to inform and consult with the employees in the European Union undertaking as well as with the employees of the group of European Union undertakings.

4. The **Committee of the European Works Council** shall be a committee composed of the members of the European Works Council, which shall be responsible for the performance of the functions of the European Works Council between meetings of the European Works Council, in accordance with the rules of procedure laid down in the agreement between the central management and the Special Negotiating Committee.

5. **Enterprise** - a legal person or other organisation authorised to carry out economic and commercial activities.

6. **Head of a business unit** - the person authorised by the constituent documents to act on behalf of the unit.

7. **Management body of a company** - a person or persons entitled to act on behalf of the company by law or by its constituent documents.

8. **Group of undertakings** means a group consisting of a controlling holding company and controlled undertakings as defined in this Law.

9. **Information** - the transmission of information/data on matters of transnational concern to the European Works Council, the European Works Council Committee and/or other workers' representatives for the purpose of informing them of the substance of the matter and of the examination of the issues, so that the workers' representatives can carry out a full impact assessment and consult with central management on the basis of the information provided, without prejudice to the rights and obligations of central management.

10. **'Next level management'** means the head of a division of a European Union undertaking or the management body of a subsidiary of a group of European Union undertakings.

11. **Consultation** means the exchange of views and the establishment and development of a dialogue between the European Works Council, the European Works Council Committee and/or other employee representatives and the central management or the management at the next level on matters of transnational concern in accordance with the procedures and/or within the time limits laid down in this Act, in order to enable the employee representatives to express their views on the measures to be discussed during the consultation which could be taken into consideration by the European Union undertaking or the group of undertakings in the European Union on the basis of the information provided, and in accordance with the rights and duties of the central management, and without prejudice to its rights and obligations.

12. **Recognised competent European trade union and employers' organisations** - European trade union and European employers' organisations consulted by the European Commission in accordance with Article 138 of the Treaty on the Functioning of the European Union.

13. **Special Negotiating Committee** means a committee set up in accordance with the procedure laid down in this Law to negotiate with the central management on the establishment of a European Works Council or on the preparation of procedures for informing and consulting employees.

14. **Cross-border issues** are issues relating either to the European Union undertaking or group of European Union undertakings as a whole, or to at least two European Union undertakings, or to divisions of the European Union undertaking or group of European Union undertakings located in different Member States.

15. "**Member State**" means a Member State of the European Union and a State of the European Economic Area.

Article 4. Holding company and controlled company

1. An enterprise is regarded as a controlling enterprise if it is able to exercise decisive influence over the activities of another enterprise that it controls.

2. Decisive influence - a situation in which the holding company exercises or is able to exercise its discretion over the activities, composition of the governing bodies or decisions of the controlled entity.

3. Unless the contrary is proved, an undertaking shall be deemed to exercise decisive influence over another undertaking if it directly or indirectly:

1) holds a majority of the subscribed capital of the other undertaking; or

2) holds a majority of the voting rights attaching to its holding in the capital of the other undertaking; or

3) may appoint more than half of the members of the management or supervisory body of another undertaking.

4. An undertaking shall be deemed to exercise a direct decisive influence over another undertaking if it is a participant in the other undertaking and fulfils at least one of the conditions set out in paragraph 3 of this Article. An undertaking shall be deemed to exercise a decisive influence over another undertaking indirectly if the other undertaking controlled by that undertaking, or any other persons acting on their own behalf but for the benefit of the undertaking or the other undertaking controlled by that undertaking, are able to exercise the rights set out in paragraph 3(2) and (3).

5. Where two or more undertakings in a group of undertakings satisfy at least one of the conditions set out in paragraph 3 of this Article, the undertaking which satisfies the provisions of paragraph 3(3) shall be deemed to be the holding undertaking, unless the contrary is proved.

6. The exercise of the right to take decisions on the appointment of a liquidator or administrator of an undertaking in liquidation or bankruptcy is not decisive influence.

7. Undertakings to which the 20 January 2004 deadline shall not apply Council Regulation (EC) No 139/2004 of 20 January 2004 on the control of concentrations between undertakings shall not be regarded as controlling undertakings.

8. In determining whether an undertaking which does not have its registered office in the Republic of Lithuania is a controlling undertaking, the law of the Member State whose law is applicable to that undertaking shall apply. Where the law applicable to the undertaking is not the law of a Member State, the law of the Member State in the territory of which its appointed representative is situated shall apply for the purpose of determining whether that undertaking is a controlling undertaking, and, where no such representative has been appointed in any Member State, the law of the Member State in the territory of which is situated the central management of the undertaking in the group of undertakings with the largest number of employees.

Article 5. European Union company

A European Union enterprise is defined as an enterprise whose total number of employees in the Member States is at least 1 000 and whose number of employees in each of at least two Member States is at least 150.

Article 6. European Union group of undertakings

A European Union group is a group of undertakings that meets the following requirements:

1) the total number of employees in the Member States of the group of undertakings is at least 1 000;

2) the group of undertakings consists of at least two undertakings in different Member States;

3) at least one undertaking in the group has at least 150 employees in any Member State and another undertaking in the group has at least 150 employees in another Member State.

Article 7. Procedure for determining the number of staff

1. The number of employees of a European Union enterprise in the Republic of Lithuania shall be determined by adding together the number of persons having an employment relationship with that enterprise and all branches of that enterprise operating in the Republic of Lithuania. The number of employees of a group of European Union undertakings in the Republic of Lithuania shall be calculated by adding together the total number of persons having an employment relationship with the undertaking of the group of European Union undertakings having its registered office in the Republic of Lithuania and the number of persons connected with its branches and those of the other undertakings of the group operating in the Republic of Lithuania.

2. If the head office of the European Union undertaking or the holding company of a group of European Union undertakings is located outside the Republic of Lithuania, the number of employees of the European Union undertaking or the group of European Union undertakings in the Republic of Lithuania shall be determined by adding together the number of all the persons related by employment relations to the branches of the undertaking or to the undertakings of the group of European Union undertakings having their head office in the Republic of Lithuania, and to the branches of these undertakings operating in the Republic of Lithuania. The same procedure shall be applied for determining the number of employees of a branch of a European Union enterprise operating in the Republic of Lithuania.

3. For the purposes of determining the number of employees in accordance with paragraph 1 or 2 of this Article, the average number of employees in the last two years shall be taken, as the case may be, from the receipt of the statement referred to in Article 14(2) of this Law or from the receipt of the request of the employee representatives referred to in Article 12 of this Law. In determining the number of employees, no account shall be taken of the length of service of the employees in the undertaking or department concerned and no account shall be taken of whether the employee is a full-time employee.

4. For the purposes of determining the number of employees in the Republic of Lithuania, employees who are on parental leave on the date of the headcount determination are not included.

Amendments to the paragraph:

No [XIII-301](#), 2017-04-20, published in the TAR on 02-05-2017, i. k. 2017-07279

5. The number of employees of a European Union undertaking, a branch of a European Union undertaking or a group of European Union undertakings, or a branch of a European Union undertaking, or a branch of a group of European Union undertakings, shall be determined in the other Member State in accordance with the legislation and/or practice of that other Member State.

6. The total number of employees in the Member States of a European Union enterprise or group of European Union enterprises is obtained by adding the number of employees in the Republic of Lithuania to the number of employees in each other Member State.

SECOND SECTION

THE BASICS OF INFORMATION AND CONSULTATION OF WORKERS

Article 8. Prerequisites for informing and consulting employees

1. Employee representatives shall be informed and consulted in all branches of the European Union undertaking operating in the Member States, as well as in all undertakings of the group of undertakings of the European Union having their head office in the territory of the Member States, unless a broader scope is agreed.

2. Employee representatives shall be informed and consulted on matters concerning the European Union undertaking or the European Union group of undertakings, or the branches of the European Union undertaking operating in all Member States, or all the undertakings of the European Union group of undertakings having their head offices in different Member States.

3. Where the head office of a European Union undertaking or of a holding company of a group of European Union undertakings is situated in a Member State other than the Member State concerned, the employees' representatives shall be informed and consulted in accordance with this Law on matters concerning all the branches of the European Union undertaking operating in the Member States or all the undertakings of a group of European Union undertakings having their head offices in the Member States, or the branches of the European Union undertaking operating in at least two Member States, or at least two undertakings of a group of European Union undertakings with their head offices in different Member States.

Article 9. Implementation of information and consultation of workers

1. A European Works Council shall be set up or a procedure for the information and consultation of employees shall be laid down in accordance with the procedure laid down in this Law.

2. The central management must create the conditions and provide the means necessary for the establishment of a European Works Council or for the establishment of arrangements for informing and consulting employees.

3. Consultations shall be conducted in such a way as to enable staff representatives to meet once a year with the central management and to receive a reasoned written response to each question raised.

4. The employees' representatives may, on the basis of the information provided during the consultation and without prejudice to the rights and obligations of the central management, within 30 days of receipt of a reasoned written reply from the central management, express their views on the measures to be discussed during the consultation, which may be taken into account by the European Union undertaking or group of European Union undertakings.

5. Costs incurred in carrying out information and consultation procedures shall be borne by the company.

Article 10. Principles of cooperation

1. Cooperation between central management or other levels of management and workers' representatives, as governed by this Act, shall be in accordance with the principles of cooperation, equality, goodwill, respect for legitimate mutual interests and other principles of social partnership.

2. Central management or other levels of management shall be prohibited from influencing the activities of employee representatives.

Article 11. Right to information

1. The central management or the next level of management shall be responsible for the timely provision of information to the European Works Council, to the European Works Council Committee, and to the Special Negotiating Committee, and shall be responsible for the accuracy of such information.

2. Members of the European Works Council or of a committee of the European Works Council, as well as members of the Special Negotiating Committee, who have given a written undertaking not to disclose any commercial/professional secret to the central management or to the management at the next level of authority, shall be entitled to have access to the information considered to be a matter of commercial/professional secrecy which is necessary for the performance of their duties.

3. A member of the European Works Council, a member of a committee of the European Works Council, a member of a special negotiating committee, as well as an expert and an interpreter involved in the information and consultation procedures for workers, irrespective of their place of residence, shall be prohibited from disclosing to third parties information which has become known to them as a commercial/professional secret. This obligation shall continue to apply even after the termination of the mandate of the employee representatives.

4. The central management or the next level of management may refuse in writing to disclose information which is considered to be commercially/professionally secret or to be of a professional nature, if such information, by its nature, would, according to objective criteria, be harmful or likely to be seriously harmful to the undertaking or to its activities.

5. Upon receipt of a written refusal, the European Works Council, a committee of the European Works Council, or a special negotiating committee may, within one month, bring an action before the courts. If the court finds that the refusal to provide information is unjustified, the refusing central management or management at the next level shall be obliged to provide such information within a reasonable period of time.

6. Special laws shall govern the knowledge of state, official and professional secrets and liability for their disclosure or unlawful use.

7. Where a European Works Council has not been set up for the purpose of informing and consulting employees, but a procedure has been established for informing and consulting employees, the right to information of the employees' representatives shall be exercised by applying the provisions of this Article.

Article 12. Provision of information

1. The central management and the management at the next level shall, at the request of the employees' representatives, provide, not later than within 30 days, information on the structure of the European Union undertaking or group of undertakings in the European Union, the legal status of these undertakings, the representation arrangements, the information on the employees' representatives who will represent the employees of the undertakings or their subsidiaries in the formation of a European Works Council, and the estimates calculated in accordance with the procedure laid down in Article 7 of the present Act:

1) the total number of employees in the Member States of the European Union undertaking or group of European Union undertakings;

2) the number of employees in each Member State in which a branch of the European Union undertaking operates or an undertaking of the group of undertakings of the European Union has its head office;

3) the number of employees in each branch of the European Union undertaking operating in a Member State and/or in each undertaking of the group of undertakings of the European Union having its head office in a Member State.

2. Central management must make the information available not only to the workers' representatives but also to the next level of management if the latter has been approached by the workers' representatives with a request to that effect.

3. The management at the next level must provide the central management with the available information necessary for the opening of negotiations on the formation of a European Works Council.

4. If the head office of the European Union undertaking or the holding company of a group of European Union undertakings is located outside the Republic of Lithuania, the head of the branch of the European Union undertaking operating in the Republic of Lithuania or the management body of the undertaking of a group of European Union undertakings having its registered office in the Republic of Lithuania shall, within 60 days of receipt of the request, provide the information referred to in paragraph 1 of this Article to the representatives of the employees of the branch or of

the undertaking, as appropriate.

5. Information shall be provided to employee representatives free of charge and in writing. It shall be prohibited to refuse to provide information on the grounds that the structure of a European Union undertaking or a group of European Union undertakings or the number of employees is confidential information or that data on the number of employees in the other Member States are not available.

6. In the event of a refusal by the central management or the next level of management to provide the information referred to in this Article, or in the event of a dispute as to the correctness of the information provided, the representatives of the staff members may bring an action before the courts within 30 days of the date on which the information was received or of the expiry of the time limit within which it was due to have been provided. If the court finds that the refusal to provide information is unjustified or that incorrect information has been provided, the central management or the next level of management which refused to provide the information or which provided the incorrect information shall be obliged to provide the correct information within a reasonable period.

Article 13. Protection and guarantees of the rights of workers' representatives

1. Members of the European Works Council or the European Works Council Committee, the Special Negotiating Committee and members of the European Works Council or the European Works Council Committee who are involved in labour relations with a branch of a European Union enterprise operating in the Republic of Lithuania or with an enterprise of a group of European Union enterprises having its registered office in the Republic of Lithuania shall be given the opportunity to participate in the European Works Council or the European Works Council Committee, as well as meetings of the special negotiating committee and joint meetings with the central management or the next level of management, as well as negotiations with the central management, and shall be given the opportunity to undergo training to the extent necessary for the fulfilment of their representational duties, while retaining a place of employment and an average salary.

2. The employment contract of the persons referred to in paragraph 1 of this Article may not be terminated at the initiative of the employer during the period of their membership of the European Works Council or the Special Negotiating Committee without the consent of the employee representative who appointed them. Where such persons have been elected at a workers' meeting or conference, the territorial department of the State Labour Inspectorate in whose territory the seat of the undertaking or branch of the undertaking is situated shall have the right to give its consent to their dismissal. In such a case, Article 168 of the Labour Code of the Republic of Lithuania shall apply *mutatis mutandis* to the dismissal procedure.

Amendments to the paragraph:

No [XIII-301](#), 2017-04-20, published in the TAR on 02-05-2017, i. k. 2017-07279

3. The protection of the rights of workers who are included in the information and consultation procedures in accordance with the information and consultation procedure shall be exercised and the guarantees applied as provided for in that procedure. In any event, they shall be given the opportunity to participate in the information and consultation procedures, while retaining their place of work and average wage.

4. A member of the Special Negotiating Committee or of the European Works Council who is a member of the crew of a seagoing ship, or a member of the crew of a seagoing ship who is a worker's representative participating in an agreement on the establishment of information and consultation arrangements for workers in a European Union undertaking or a group of undertakings in the European Union, may have a substitute member. A member of the Special Negotiating Committee or of the European Works Council who is a member of the crew of a seagoing ship, or a member of the crew of a seagoing ship who is a worker's representative participating in an

agreement on the establishment of information and consultation arrangements for workers in an undertaking or group of undertakings of the European Union, or alternate members of the crew of a seagoing ship, provided that the alternate members are members of the crew of the seagoing ship, be guaranteed the right and facilities to attend meetings of the European Works Council or of the special negotiating committee or to participate in other meetings for the purpose of discussing the information submitted to them, provided that, at the time of the meetings, the members of the crew of the seagoing ship, or their substitutes, are not at sea, or the members of the crew of the seagoing ship or their substitutes are not at a port of another Member State, when the seat of the European undertaking or of the holding company of a group of European undertakings in the Union is in the Republic of Lithuania. Meetings and conferences should, wherever possible, be scheduled in such a way as to allow the participation of members of the special negotiating committee or the European Works Council or of the workers' representatives involved in the preparation of an agreement on the arrangements for informing and consulting workers in a European Union undertaking or group of undertakings, or their alternates if they are members of the crew of a seagoing ship.

Added paragraph:

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5. Where members of the Special Negotiating Committee or the European Works Council, or their alternates if they are members of the crew of a seagoing ship, are unable to attend a meeting of the European Works Council or of the Special Negotiating Committee, consideration shall be given to the possibility of making use of means of communication wherever possible.

Added paragraph:

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6. Members of the European Works Council, of the Special Negotiating Committee shall, from the time of their appointment/election to office, as well as workers' representatives taking part in information and consultation procedures in accordance with the information and consultation procedure, be protected by the rights and guarantees provided for in the legislation and/or practice of the Member State in which they work.

Renumbering of the paragraph:

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SECTION THREE

NEGOTIATIONS ON THE ESTABLISHMENT OF A EUROPEAN WORKS COUNCIL OR THE ESTABLISHMENT OF A PROCEDURE FOR INFORMING AND CONSULTING EMPLOYEES

Article 14. Right of initiative in negotiations

1. The right to initiate negotiations on the establishment of a European Works Council or on the establishment of information and consultation procedures shall be vested in:

1) central management; or

2) at least 100 employees or their representatives from at least two branches or establishments of the undertaking located in at least two Member States.

2. The right of workers or their representatives to initiate negotiations shall be exercised by submitting to the central management a statement signed by the workers or their representatives concerning the establishment of a special negotiating committee.

3. The central management shall, within 15 days, notify in writing all the branches of the European Union undertaking or the undertakings of the group of undertakings of the European Union located in the Member States, as well as the representatives of the employees of the European Union undertaking or of the holding company of the group of undertakings of the European Union, and the European trade union and employers' organisations recognised as

competent, either of the initiative taken or of the statement referred to in paragraph 2 of this Article received by it.

4. The head of a branch of a European Union undertaking or the management body of an undertaking in a group of European Union undertakings must immediately inform the employee representatives of the branch or the undertaking of the central management's notification.

Article 15. Composition of the Special Negotiating Committee

1. A special negotiating committee shall be set up to negotiate with the central management on the formation of a European Works Council or the establishment of information and consultation procedures.

2. The number of seats to be allocated to employee representatives on the Special Negotiating Committee in the Member State in which a branch of a European Union undertaking is established or an undertaking of a group of undertakings of the European Union has its head office shall be determined by reference to the percentage of the number of employees employed therein in relation to the total number of employees of all the undertakings of the European Union or of the undertakings of a group of undertakings of the European Union:

1) no more than 10 per cent of the total number of employees are employed - 1 place is allocated;

2) more than 10 per cent of the total number of employees, but not more than 20 per cent - 2 places are allocated;

3) more than 20 per cent of the total number of employees, but not more than 30 per cent, are employed - 3 places are allocated;

4) more than 30 per cent of the total number of employees, but not more than 40 per cent of the total number of employees - 4 places are allocated;

5) more than 40 per cent of the total number of employees, but not more than 50 per cent of the total number of employees - 5 places are allocated;

6) more than 50 per cent of the total number of employees, but not more than 60 per cent of the total number of employees - 6 places are allocated;

7) more than 60 per cent of the total number of employees, but not more than 70 per cent of the total number of employees - 7 places are allocated;

8) more than 70 per cent of the total number of employees, but not more than 80 per cent of the total number of employees, are employed - 8 places are allocated;

9) more than 80 per cent of the total number of employees, but not more than 90 per cent of the total number of employees - 9 places are allocated;

10) more than 90 % of the total number of employees are employed - 10 places are allocated.

3. In addition to the members referred to in paragraph 2 of this Article, at least three members shall be appointed to the Special Negotiating Committee from each of the European Works Councils at the level of the group of undertakings in the European Union or at the level of the European Union undertaking in the event of a change in the structure of the European Union undertaking or the group of undertakings in the European Union or in the event of a conflict between the provisions of two or more existing agreements. During the negotiations, one or more European Works Councils shall continue their activities in accordance with the agreement on the implementing rules for the information and consultation of employees agreed between the central management and the members of the European Works Councils.

Article 16. Establishment of the Special Negotiating Committee

1. Where a branch of a European Union undertaking operates in the Republic of Lithuania or the Republic of Lithuania is the seat of a European Union undertaking or an undertaking of a group of European Union undertakings, a member of the Special Negotiating Committee from the Republic of Lithuania shall be appointed by the representative of the employees of the branch or the

employees of the undertaking, as appropriate. Where several branches of a European Union undertaking or several undertakings of a group of undertakings of the European Union have their seat in the Republic of Lithuania, the member of the special negotiating body shall be appointed by common accord by the representatives of the employees of those branches or undertakings. New members of the Special Negotiating Committee shall be appointed in accordance with the same procedure.

2. If the representatives of the employees of a branch of a European Union undertaking operating in the Republic of Lithuania or of a European Union undertaking or an undertaking of a group of European Union undertakings having its registered office in the Republic of Lithuania do not agree on the appointment of a member(s) of the Special Negotiating Committee within 30 days from the date of receipt of the notification referred to in Article 14(3) of this Law, the member(s) of the Special Negotiating Committee shall be elected by a secret ballot at the general meeting of employees. It may be convened by any employee representative. The same procedure shall apply where there are no employee representatives in that branch of the undertaking or in that undertaking. In such a case, the head of the unit or the management organ of the undertaking must convene the general meeting.

3. If several branches of a European Union enterprise or several enterprises of a group of European Union enterprises are registered in the Republic of Lithuania and the representatives of the employees of these branches or enterprises have not agreed among themselves within 30 days from the date of receipt of the notification referred to in Article 14(3) of this Law on the appointment of a member (members) of the Special Negotiating Committee from the Republic of Lithuania, the member (members) shall be elected by a secret ballot at the joint conference of delegates of employees of the branches of the enterprise or of the enterprises, where one delegate shall represent each ten employees. Such conference shall be convened by the head or the management body of the branch or undertaking, as the case may be, employing the largest number of employees calculated in accordance with the procedure laid down in this Law.

4. *No longer in force as of 01/07/2017*

Deletion of part of an article:

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5. The members of the Special Negotiating Committee from undertakings of the European Union group of undertakings operating in other Member States or from branches of the European Union undertaking established in other Member States shall be appointed or elected in accordance with the law and/or practice in those Member States.

6. The members of the Special Negotiating Committee shall be appointed or elected within 60 days of the receipt of the notification from the Central Command referred to in Article 14(3) of this Law.

7. The formation of the Special Negotiating Committee shall be coordinated by the Central Command. The next level of management must provide technical assistance in the organisation of the general meeting or delegates' conference.

Article 17. Notification of the composition of the Special Negotiating Committee

1. The workers' representatives shall immediately notify the head of the branch of the European Union undertaking or the management body of the European Union group undertaking in writing of the appointment of the members of the special negotiating body, who shall immediately provide the central management with the name of the member of the special negotiating body, the name and function of the branch of the European Union undertaking or of the undertaking in which he/she is employed, and the contact address. The same obligation to notify the head of the establishment or the management organ of the establishment of the member(s) of the special negotiating committee elected in accordance with this Law.

2. The appointment of a member of the special negotiating committee shall be notified by

means of an extract of the minutes of the meeting of the body which appointed him or her or of the minutes of the joint meeting of the workers' representatives, and the election shall be notified by means of copies of the minutes of the general meeting or delegates' conference of the workers, together with the list of participants.

3. Upon receipt of the documents referred to in paragraph 2 of this Article, the central management shall notify the composition of the Special Negotiating Committee to the heads of all the branches of the European Union undertaking operating in the Member States or to the management bodies of the undertakings of the group of undertakings of the European Union having their head offices in Member States. The notification shall include the names, titles and positions of the members of the special negotiating committee, the names and contact addresses of the branch of the undertaking or of the undertaking in which they work.

4. The central management and the heads of the branches of the European Union undertaking and the management organs of the undertakings in the European Union group of undertakings shall promptly communicate the information received under paragraph 3 to the workers' representatives in the undertaking or branch of the undertaking.

Article 18. Organisation of the work of the Special Negotiating Committee

1. The Special Negotiating Committee may elect a Chairman and a Secretary and adopt its own rules of procedure.

2. The Special Negotiating Committee shall take its decisions by a majority of all its members, except for the exceptions provided for in this Law.

Article 19. Meetings of the Special Negotiating Committee

1. The first meeting of the Special Negotiating Committee shall be convened by the Central Command.

2. The Special Negotiating Committee shall have the right to meet prior to the commencement of negotiations with Central Management and prior to each meeting of negotiations with Central Management. Such a meeting of the Special Negotiating Committee shall not last more than one day. The Special Negotiating Committee may meet more frequently and/or for a longer period of time if the Central Management agrees. The Special Negotiating Committee shall also have the right to meet before and after each negotiating session with the Central Command by means of communication.

3. The Central Command must provide the Special Negotiating Committee with facilities, working arrangements, translation and proper organisation of the meeting.

4. Unless otherwise decided, the meetings of the Special Negotiating Committee shall be private.

5. The meetings of the Special Negotiating Committee shall be minuted. The minutes shall be signed by the chairman of the meeting and by a member authorised by the Committee.

Article 20. Costs of setting up and operating the Special Negotiating Committee

1. All expenses relating to the establishment of the Special Negotiating Committee and the attendance of its members at meetings of the Committee or in negotiations with central management shall be borne by the European Union undertaking or the holding company of a group of European Union undertakings. These expenses shall also include travel, health and life insurance, accommodation and subsistence expenses of the members of the Special Negotiating Committee.

2. If the Special Negotiating Committee invites one or more experts, as referred to in Article 23(3) of this Law, and if the Special Negotiating Committee and the central management do not agree on a higher number of experts to be remunerated, the European Union undertaking or the holding company of a group of undertakings of the European Union shall be obliged to pay the costs of only one expert.

3. If the European Union undertaking or the holding company of a group of undertakings of the European Union does not reimburse the travel, health and life insurance, accommodation and subsistence expenses of a member of the Special Negotiating Committee within a period of 30 days, the unit of the European Union undertaking or the undertaking of the group of undertakings of the European Union with which the member of the Special Negotiating Committee who has requested reimbursement of the expenses is or was associated in the course of employment shall be liable to pay the reimbursement of such expenses within 30 days.

4. The provisions of paragraph 3 of this Article shall also apply in cases where the seat of the European Union undertaking, as well as the seat of the holding company of the European Union group of undertakings, is not located in the Republic of Lithuania, but a branch of the European Union undertaking operates in the Republic of Lithuania or the European Union group of undertakings, with which a member of the Special Negotiating Committee is or has been associated by employment relations, has its seat in the Republic of Lithuania. A branch or company of the undertaking which has borne the travel, health and life insurance, accommodation and subsistence expenses of a member of the Special Negotiating Committee shall have a right of recourse against the European Union undertaking or the holding company of a group of European Union undertakings.

Article 21. Competence of the Special Negotiating Committee

1. The Special Negotiating Committee shall have the power to decide:

1) to enter into negotiations with the central management on the establishment of a European Works Council or on the development of information and consultation procedures for workers in a European Union undertaking or group of European Union undertakings;

2) break off the negotiations with the central leadership that have already started.

2. The decisions referred to in paragraph 1 of this Article shall be taken by a majority of at least 2/3 of the members of the Special Negotiating Committee. The decision taken shall be notified immediately in writing to the Central Command.

3. In the event of a decision not to open or to terminate negotiations, new negotiations on the formation of a European Works Council or on the establishment of information and consultation procedures may not be initiated before two years have elapsed, unless the Special Negotiating Committee agrees otherwise with the central management. In such cases, a new Special Negotiating Committee shall be set up in accordance with the procedure laid down in this Law.

Article 22. Start of negotiations

1. The Central Command shall, within 30 days of receipt of the Special Negotiating Committee's notification of its decision to enter into negotiations, convene the first negotiating meeting between the Special Negotiating Committee and the Central Command.

2. The convening of the first negotiating session shall be notified in writing to the members of the Special Negotiating Committee and to the head or management body, as the case may be, of the divisions of the European Union undertaking or of the undertakings of the group of undertakings of the European Union in which the members of the Special Negotiating Committee are employed, at least 14 days in advance of the date of the meeting.

3. The notice of the negotiation meeting must state:

1) the department or undertaking in which the member(s) of the Special Negotiating Committee invited to the negotiating session works;

2) the name and title of the member(s) of the Special Negotiating Committee invited to the negotiating session;

3) the date, time and place of the negotiation meeting;

4) the agenda for the negotiating meeting;

5) the time limits and procedures for reimbursement of travel, health, life insurance,

accommodation and subsistence expenses of the member(s) of the Special Negotiating Committee.

Article 23. Procedure for negotiating meetings

1. The Central Command and the Special Negotiating Committee shall agree on the procedures for the conduct of the negotiating sessions, the location and timing of the negotiating sessions, the timing and procedures for the giving of notices of the negotiating sessions, and the procedures for chairing and secretaryship of the sessions.

2. Negotiation meetings must be minuted. The minutes of each negotiating session shall be signed by the person chairing the session and by an authorised representative of the other party to the negotiations.

3. The Special Negotiating Committee may invite experts, which may include representatives of European trade union organisations recognised as competent, at its discretion. Experts and representatives of European trade union organisations recognised as competent may, at the request of the Special Negotiating Committee, participate in the negotiating sessions as advisers without remuneration.

Article 24. Result of negotiations

1. Negotiations shall be concluded when an agreement is reached between the special negotiating committee and the central management on the establishment of a European Works Council or on the establishment of procedures for informing and consulting employees in a European Union undertaking or group of European Union undertakings.

2. The agreement on the establishment of the European Works Council must stipulate:

1) divisions of a European Union undertaking or undertakings of a group of European Union undertakings covered by the Agreement;

2) the composition of the European Works Council, the duration of its term of office, the number of members, ensuring equal representation by economic activity, by occupation of the worker and by sex, as well as the distribution of members in the different Member States, and the rules for changing the composition, the number of members and the distribution of members in the different Member States in the event of a significant change in the number of workers in Member States;

3) the functions of the European Works Council, its information and consultation procedures and the rules for coordination between the European Works Council and the information and consultation of the workers' representatives, in accordance with the principle that workers shall be informed and consulted on the subject in question at the appropriate level of management and representation;

4) the location, frequency and duration of meetings of the European Works Council;

5) the funds, assets and services made available for the activities of the European Works Council;

6) the date of entry into force of the agreement, the period of validity and the procedure for amendment or termination of the agreement, and the cases in which the agreement is to be renegotiated, or the procedure for renegotiation of a new agreement in accordance with the provisions of section three of this Act, including cases in which there is a change in the structure of the undertaking of the European Union, or of a group of undertakings of the European Union, or where there is a conflict in the provisions of two or more existing agreements;

7) the composition of the European Works Council Committee, up to a maximum of 5 members, its constitution, functions and rules of procedure.

3. The agreement establishing the European Works Council may regulate the commencement and termination of membership of the European Works Council and other matters, as well as the conditions and procedures for the appointment and removal of members.

4. The agreement on the establishment of information and consultation procedures must

stipulate:

- 1) the branches of a European Union undertaking or undertakings of a group of European Union undertakings covered by the agreement;
- 2) the procedure and time limits for the provision of information to employee representatives which has a particular impact on the interests of employees;
- 3) procedures for exercising the right of employee representatives to meet to discuss the information provided to them;
- 4) the procedure for submitting the views and proposals of the staff representatives to the central management or the next level of management;
- 5) the funds, assets and services made available for the implementation of the information and consultation procedure;
- 6) rules on procedures for information and consultation on cross-border issues with employee representatives of the branches of an undertaking of the European Union or of undertakings in a group of undertakings of the European Union;
- 7) the date of entry into force of the agreement, the period of validity and the procedure for amending the agreement, and the cases in which the agreement is to be renegotiated, or the procedure for the renegotiation of a new agreement in accordance with the provisions of Section 3 of this Act, including cases where the structure of the undertaking of the European Union, or of a group of undertakings of the European Union, is altered, or where there is a conflict between the provisions of two or more existing agreements.

5. Negotiations between the Special Negotiating Committee and the Central Management may also agree that a European Works Council shall be established and shall function in accordance with the provisions of Section Four of this Act, or that several European Works Councils shall be established.

6. The agreement must be in writing and signed by at least two persons authorised by the central management and by members authorised by the Special Negotiating Committee.

7. An agreement on the establishment of a European Works Council and on the establishment of information and consultation procedures for workers in an undertaking or group of undertakings in the European Union shall be subject to the approval of the Special Negotiating Committee by a majority of all members.

SECTION FOUR EUROPEAN WORKS COUNCIL (BY LAW)

Article 25. Prerequisites for setting up the European Works Council

In accordance with the procedure laid down in this Section, a European Works Council shall be set up when:

- 1) it shall be agreed in negotiations between the Special Negotiating Committee and the Central Management that the European Works Council shall be constituted and shall function in accordance with the provisions of this Section;
- 2) the central management does not start negotiations on the establishment of a European Works Council or on the establishment of a procedure for informing and consulting the workers for a period of six months after having received the statement referred to in Article 14(2) of this Law;
- 3) the agreements referred to in Article 24 of this Law have not been reached within three years of the receipt of the statement referred to in Article 14(2) of this Law.

Article 26. Establishment of the European Works Council

1. The European Works Council shall be set up within 60 days of the expiry of the period referred to in Article 25(2) or (3) of this Law.

2. The provisions of Articles 15(2) and 16 of this Law shall apply *mutatis mutandis* to the

determination of the composition of the European Works Council and to its formation.

Article 27. Start and end of membership of the European Works Council

1. An employee of a branch of a European Union undertaking or of a European Union undertaking or of an undertaking of a group of European Union undertakings having its seat in the Republic of Lithuania shall be deemed to be a member of the European Works Council as from the date of his appointment or election.

2. Membership of the European Works Council ends:

- 1) on the death of a member;
- 2) in the event of the termination of a member's employment;
- 3) when a member resigns;
- 4) at the end of the term of office of the European Works Council;
- 5) when the employee representative(s) who appointed the member withdraws the member.

3. When the membership of a member of the European Works Council referred to in paragraph 1 of this Article expires, a new member of the European Works Council shall be appointed or elected within 30 days in accordance with the procedure laid down in this Law. The appointment or election shall be limited to the remainder of the term of office of the European Works Council.

4. The appointment of a member of the European Works Council appointed or elected in other Member States to replace a withdrawn or absent member before the end of the term of office of the European Works Council shall be governed by the legislation and/or established practice of that Member State.

Article 28. Notification of the composition of the European Works Council

1. The employees' representative(s) who have appointed the member(s) of the European Works Council shall notify the head of the unit of the European Union undertaking or the governing body of the undertaking within the group of undertakings of the European Union in writing, which shall immediately inform the central management of the name of the member of the European Works Council, the name of the unit or undertaking in which he/she is employed and his/her position and the contact address of the member. The same obligation to inform the central management of the elected member(s) of the European Works Council shall be incumbent on the head of the establishment or the management organ of the establishment who convened the general meeting or the general conference of delegates of the employees of the establishment or establishments at which the member(s) was (were) elected.

2. The appointment of a member of the European Works Council shall be notified by means of an extract of the minutes of the meeting of the competent authority of the employees' representative or of the minutes of the joint meeting of the employees' representatives, and the election shall be notified by means of a copy of the minutes of the workers' general meeting or of the workers' delegates' conference of the undertaking and of the list of participants.

3. Upon receipt of the documents referred to in paragraph 2 of this Article, the central management shall notify in writing the composition of the European Works Council to the heads of the branches of the European Union undertaking operating in the Member States, or to the governing bodies of the undertakings of the group of undertakings of the European Union having their registered offices. The notification shall include the names of the members of the European Works Council, the names of the branch or undertaking in which they are employed and their positions and contact addresses.

4. The central management and, upon receipt of the notification referred to in paragraph 3 of this Article, the heads of the branches of the European Union undertaking and the management bodies of the undertakings in the European Union group of undertakings shall promptly communicate the information contained in the notification to the workers' representatives in the

undertaking or branch of the undertaking.

Article 29. Term of office of the European Works Council

The European Works Council has a four-year term. The term of office shall begin at the first meeting of the European Works Council.

Article 30. Organisation of the activities of the European Works Council and the European Works Council Committee

1. At its first meeting, the European Works Council shall elect, by a majority vote of all members, the Chairperson and the Vice-Chairperson of the European Works Council, and adopt the rules of procedure of the European Works Council.

2. the President of the European Works Council (or, if he or she is unable to do so, the Vice-President):

- 1) chair meetings of the European Works Council;
- 2) represent the European Works Council in its relations with the central management, in accordance with the procedure laid down in the Rules of Procedure of the European Works Council;
- 3) organise the storage and management of the documents of the European Works Council;
- 4) perform such other functions as may be conferred on it by a decision of the European Works Council and as laid down in the Rules of Procedure of the European Works Council.

3. The Committee of the European Works Council shall, in accordance with its rules of procedure, be responsible for carrying out the functions of the European Works Council between meetings of the European Works Council. The members of the European Works Council Committee shall be from different Member States and the Chairperson of the European Works Council shall be *ex officio* Chairperson of the European Works Council Committee.

4. The European Works Council shall take its decisions by a majority of all members.

Article 31. Meetings of the European Works Council and the European Works Council Committee

1. The first and ordinary meetings of the European Works Council shall be convened by the central management.

2. A regular meeting of the European Works Council shall be held each year before the start of the general meeting with the central management. The agenda of the general meeting shall include consideration of the report referred to in Article 34(1) of this Law.

3. The Committee of the European Works Council (or, in the absence of such a Committee, the European Works Council) shall also have the right to meet in extraordinary sessions in the cases provided for in Article 35 of this Law. After agreeing the place and time of the meeting with the central management, the chairman of the European Works Council shall write to the central management requesting that such a meeting be convened. The central management shall inform the members of the European Works Council or of the European Works Council Committee, as well as the head or the management organ, as the case may be, of the European Union undertaking, its subsidiary or the undertaking of a group of undertakings of the European Union in which a member of the European Works Council or of the European Works Council Committee is employed, of the place and the time of the forthcoming meeting at least 14 days before the meeting.

4. A meeting of the European Works Council or of a committee of the European Works Council may not last more than one day. The European Works Council or the European Works Council Committee may meet more frequently and/or for a longer period of time if the Central Management agrees.

5. The central management must provide the premises, working facilities, translation and proper organisation of meetings of the European Works Council or the Committee of the European Works Council.

6. Unless otherwise decided, the meetings of the European Works Council or the European Works Council Committee shall be closed.

7. Meetings of the European Works Council or the European Works Council Committee shall be minuted. The minutes shall be signed by the chairperson of the meeting and by the member authorised by the European Works Council or the committee.

Article 32. Participation of experts

The European Works Council or a committee of the European Works Council may invite experts of its choice.

Article 33. Costs of setting up the European Works Council and of operating the European Works Council and the European Works Council Committee

1. The provisions of Article 20(1), (3) and (4) of this Law shall apply *mutatis mutandis* to the costs of the formation of the European Works Council and the attendance of the members of the European Works Council or of the Committee of the European Works Council at the meetings of the Council or the Committee, as well as at joint meetings with the central management or at the meetings with the management at the next level referred to in Article 35 of this Law.

2. Where the European Works Council or a committee of the European Works Council calls upon one or more experts, and unless the European Works Council and the central management agree on a higher number of experts to be paid, the European Union undertaking or the holding company of a group of undertakings of the European Union shall be obliged to reimburse the costs of only one expert.

Article 34. Regular information and consultation

1. Within three months after the end of the calendar year, the central management shall prepare and submit to the European Works Council an annual report on the economic situation and prospects of the European Union enterprise or group of European Union enterprises.

2. The annual report must include at least information on the European Union company or group of European Union companies:

- 1) structure;
- 2) economic and financial situation;
- 3) possible changes in operations, including changes in trade, production, scale of services and prospects;
- 4) the number of employees, including an analysis of the reasons for the change in this number;
- 5) the employment situation and prospects for its development;
- 6) the investment programmes implemented and to be implemented;
- 7) major organisational changes;
- 8) introducing new working methods and production technologies;
- 9) the intended relocation of the enterprise, production or business;
- 10) the dissolution, restructuring, purchase or sale of undertakings, and the winding-up of divisions or substantial parts of divisions of undertakings, or the establishment of new divisions;
- 11) the redundancies of the Group's employees and the measures envisaged to mitigate the consequences of such redundancies.

3. The annual report is discussed at a joint meeting of the European Works Council and the central management. The meeting shall take place no earlier than 30 days after the submission of the report to the European Works Council. The joint meeting of the European Works Council and the central management shall be minuted. The minutes of the meeting shall be signed by the persons authorised by the European Works Council and the central management.

4. The annual report, together with the minutes of the joint meeting of the European Works

Council and the central management, must be submitted by the central management to the next level of management within 30 days.

Article 35. Information and consultation in exceptional circumstances

1. The occurrence of exceptional circumstances must be immediately notified in writing to the European Works Council Committee or, in the absence of such a committee, to the European Works Council. Exceptional circumstances shall be deemed to be circumstances seriously affecting the interests of the employees of an undertaking of the European Union, or of a branch of an undertaking of the European Union or of a group of undertakings of the European Union, in particular the transfer of an undertaking, production or business, the closure of a branch of an undertaking or of an undertaking, or the dismissal of a group of employees. The obligation to notify rests with the central management or with the next level of management, which has the right to take independent decisions on special circumstances.

2. The Committee of the European Works Council or the European Works Council may, on receipt of the notification referred to in paragraph 1 of this Article, request the central management or the next level of management to convene without delay a joint meeting between the Committee of the European Works Council/European Works Council and the central management or the next level of management at which the report on the occurrence of the exceptional circumstances submitted by the central management or the next level of management is examined. On the basis of the report presented at such a meeting, the European Works Council Committee or the European Works Council shall be informed and consulted on measures to protect the interests of workers or to mitigate the adverse social and economic consequences for workers, without prejudice to the requirements laid down in Articles 9 and 11 of this Act. The European Works Council Committee or the European Works Council shall, within three days, deliver an opinion on the report presented at the meeting. The European Works Council Committee or the European Works Council shall have the right to meet with the central management or the next level of management in the absence of the central management or the next level of management prior to each meeting.

3. Where the information and consultation procedures involve a committee of the European Works Council, the central management or the management at the next level referred to in paragraph 2 shall also be required to invite to the meeting referred to in paragraph 2 the members of the European Works Council who have been nominated or elected by the employees or their representatives of the departments of the European Union undertaking or of the undertakings in the group of undertakings of the European Union undertaking which are directly concerned by the circumstances in question.

4. The European Works Council Committee shall immediately inform all the members of the European Works Council, who shall in turn inform the employee representatives of the European Union enterprise or of the European Union group of enterprises, of the matters discussed and the decisions taken at the joint meeting of the central management or other level of management and the European Works Council Committee. The same rule shall apply where the European Works Council was involved in the information and consultation procedures.

Article 36. Informing workers' representatives

1. The European Works Council and the Committee of the European Works Council shall inform the workers' representatives of the branches of the European Union undertaking or of the undertakings in the group of undertakings of the European Union, or, in the absence of such representatives, the workers, of their activities and of the results of the information and consultation process, at least once a year.

2. The European Works Council may oblige its member to provide the information referred to in paragraph 1 of this Article to the workers' representatives of the employees of a particular branch of an undertaking of the European Union or of an undertaking of a group of undertakings of the

European Union, or to the employees directly in a Member State.

Article 37. Termination of the European Works Council

1. The European Works Council shall remain in office until the end of its term of office.

2. At the end of the term of office of the European Works Council, the European Works Council may decide, by a majority vote of its members, to enter into negotiations with the central management, which may lead to an agreement as referred to in Article 24 of this Act, or to decide to set up a European Works Council in accordance with the provisions of Section Four of this Act. In such a case, the European Works Council shall acquire all the rights and obligations of a special negotiating committee and its term of office shall be extended for the duration of the negotiations with the central management.

3. If the central management fails to enter into negotiations within six months of receipt of the notification of the decision of the European Works Council referred to in paragraph 2 of this Article, or fails to reach an agreement within three years of receipt of the notification, a new European Works Council shall be established in accordance with the procedure laid down in this Section.

**SECTION 5
FINAL PROVISIONS**

Article 38. Liability for breaches of this Law

Persons who violate this Law, regardless of whether the central management is located in the Republic of Lithuania or in another Member State, shall be liable in accordance with the procedure established by the laws of the Republic of Lithuania.

I hereby promulgate the following law adopted by the Seimas of the Republic of Lithuania.

PRESIDENT OF THE REPUBLIC ROLANDAS PAKSAS

Republic of Lithuania
Law No XI-1507 of 22 June 2011
Annex

IMPLEMENTATION OF EUROPEAN UNION LEGISLATION

1. 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 a procedure in Community-scale undertakings and Community-scale groups of undertakings for the purposes of informing and consulting employees (OJ 2009 L 122, p. 28), as last amended by Directive 2015/1794/EC of the European Parliament and of the Council of 6 October 2015 (EU) (OJ 2015 L 263, p. 1).

Amendments to the paragraph:

No [XIII-301](#), 2017-04-20, published in the TAR on 02-05-2017, i. k. 2017-07279

Changes:

1.

Seimas of the Republic of Lithuania, Law
No [XI-1507](#), 2011-06-22, Žin., 2011, No. 86-4149 (13-07-2011), ID No 1111010ISTA0XI-1507
Law amending the Law on European Works Councils

2.

Seimas of the Republic of Lithuania, Law
No [XIII-301](#), 2017-04-20, published in the TAR on 02-05-2017, i. k. 2017-07279
Law amending Articles 1, 3, 7, 13, 16 and the Annex to the Law on European Works Councils No IX-2031

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