

## **ROUNDTABLE**

### **ROUNDTABLE ON COMPARATIVE LABOR RELATIONS LAW: THE LAW AND MEASURES AFFECTING WORKERS IN THE CONTEXT OF VOLUNTARY PLANT CLOSINGS AND WORKFORCE REDUCTIONS**

On July 11, 1985, the Brussels Seminar on the Law and Institutions of the European Communities and the Centre de Sociologie du droit social of the Université Libre de Bruxelles sponsored a comparative discussion in cooperation with the Institut d'Etudes Européennes (U.L.B.), Professor Jean Victor Louis, President and Mr. Michel Vanden Abeele, Director. Participants at the Roundtable, which was held in Brussels, Belgium, included the following scholars and experts:

Dean J. Ralph Beaird, Dean, The University of Georgia School of Law

Professor Roger Blanpain, Director of the Institute for Labor Relations, Katholieke Universiteit, Leuven (Belgium)

Mrs. Françoise Blanquet, Director General for Employment, Social Affairs, and Education of the Commission of the European Communities

Dean Innis Christie, Dean, Dalhousie Law School (Halifax, Canada)

Mr. Guy Desolre, Research Fellow, Institut d'Etudes Européennes (U.L.B.)

Judge Jean Groenen, Labor Tribunal, Brussels, Belgium

Professor Antoine Jacobs, University of Tilburg (Netherlands)

Dean Ellen Jordan, Associate Dean, The University of Georgia School of Law

Ms. Mary Kay Lynch, Esquire, Adair, Scanlon & McHugh, Atlanta

Dr. J. Pipkorn, Member of the Legal Service and Assistant to the Director General of the Legal Service of the European Communities

Mr. Frans Vandershelde, President of the Standing Committee of the European Central Bank Union, Brussels

Professor Eliane Vogel-Polsky, (Moderator) Director of the Centre de Sociologie du droit social and Professor of Law, Université Libre de Bruxelles

Professor Gabriel M. Wilner, Director of the Brussels Seminar on the Law and Institutions of the European Communities and Professor of Law, The University of Georgia School of Law

As a basis for the discussion, the participants used the International Labour Organization study, *WORKFORCE REDUCTIONS IN UNDERTAKINGS*, edited by Edward Yemin. The *Georgia Journal of International and Comparative Law* is pleased to publish these proceedings in the belief that publication will aid practitioners, scholars, and students of the law. The proceedings were edited by Professor Gabriel M. Wilner and by Mr. Lee C. Dilworth, Editor-in-Chief of the *Georgia Journal of International and Comparative Law*, who was also a participant in the Roundtable.

The problem of workers faced with plant closings and workforce reductions is a major social issue mandating the attention of policymakers at both governmental and industrial levels. This problem has been one of increasing magnitude and is the result of many factors, including economic recession, rampant inflation, technological innovation, and increased competitiveness. In response, policymakers have devised various measures to avoid or to limit such reductions. These different national approaches provide the basis of the comparative discussion which follows.

#### CONTENTS

RELATIONS OF EMPLOYEES WITH WORKERS' REPRESENTATIVES IN THE UNITED STATES <i>Dean J. Ralph Beaird</i> .....	219
RESTRICTIONS ON MANAGEMENT'S RIGHT TO DISMISS WORKERS BY MEANS OF PLANT CLOSINGS OR BY WORKFORCE REDUCTIONS, THE RELATIONS BETWEEN EMPLOYERS AND PUBLIC AUTHORITIES, AND THE ROLE OF COLLECTIVE BARGAINING IN THE UNITED STATES <i>Ms. Mary Kathryn Lynch</i> .....	227
VOLUNTARY PLANT CLOSINGS AND WORKFORCE REDUCTIONS IN THE NETHERLANDS <i>Professor Antoine Jacobs</i> .....	235

VOLUNTARY PLANT CLOSINGS AND WORKFORCE REDUCTIONS IN BELGIUM	
<i>Mr. Guy Desolre</i> .....	241
VOLUNTARY PLANT CLOSINGS AND WORKFORCE REDUCTIONS IN CANADA	
<i>Dean Innis Christie</i> .....	249
VOLUNTARY PLANT CLOSINGS AND WORKFORCE REDUCTIONS: AN INTERNATIONAL PERSPECTIVE	
<i>Professor Roger Blanpain</i> .....	255
VOLUNTARY PLANT CLOSINGS AND WORKFORCE REDUCTIONS IN THE EUROPEAN COMMUNITIES	
<i>Dr. J. Pipkorn</i> .....	259
HARMONIZATION OF LABOR LAW IN THE EUROPEAN COMMUNITIES	
<i>Mrs. Françoise Blanquet</i> .....	267
GENERAL DISCUSSION .....	271

