

**Question for written answer E-000492/2015  
to the Commission**

Rule 130

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Subject: Coca-Cola redundancy procedure in Spain

Merging the eight bottling plants that Coca-Cola had in the Iberian peninsula into one led to a process of incorporation into the resulting company, Coca-Cola Iberian Partners, clearly to the detriment of the workers. The company set in motion a series of measures (early retirement, incentivised resignation or redeployment schemes), together with a redundancy procedure (*Expediente de Regulación de Empleo* - ERE).

The Labour and Social Security Inspectorate challenged the redundancy procedure in a report, stressing the company's failure to provide all the additional documentation requested by the trades unions, as well as the lack of dialogue between the social partners before the ERE began. Furthermore, the Spanish National Court ruled on 12 June 2014 that the ERE affecting 821 employees was null and void, ordering the reinstatement of those dismissed.

Given the lack of dialogue between the social partners prior to the start of the ERE, the controversial nature of the process and the fact that there will be no solution in the short term because of the appeal lodged by Coca-Cola Iberian Partners against the judgment of the National Court, I should like to ask the Commission:

1. Does it consider that the workers' rights were respected in this process?
2. What steps is it planning to take to mitigate the consequences of these dismissals for the workers concerned?