

LAWS AND REGULATIONS

Macron's Law – two new Decrees of December 10th, 2015

Two new Decrees precise the provisions of the Macron's Law concerning some modalities of economic redundancies.

These decrees have been published in the continuity of the simplification and harmonization of the Labour rules which have been taken in the Macron's Law of August 2015.

Redeployment perimeter: the employer must propose to his employee job offers in the companies of the Group abroad subject to his formal request in this respect.

Scope of application of the dismissal order criteria: the scope of these criteria can be reduced to a lower level than the entire company (office, plant, etc.) in the frame of:

- a collective company agreement which constitutes the social plan and is signed with a majority of trade unions;
- or, an unilateral document issued by the employer.

MORE ABOUT THE FRENCH EMPLOYMENT LAW

Rebsamen's Law - new Decree of December 3rd, 2015

Union training leave: during the union training leave, the salary of the employee shall be maintained by the employer upon the request of the trade union.

The employer is subsequently reimbursed by the trade union.

Social security Law for 2016

Exemptions to the mandatory additional healthcare cover:

The Law creates two new categories of employees who can be exempted from the mandatory additional healthcare cover:

- "Employees under fixed-term and temporary contracts", under certain conditions,
- And other "categories of employees" which will be set out in an upcoming decree.

These exemptions shall apply even if they were not initially provided by the Employer in the document implementing the healthcare cover.

The exempted employees shall benefit of a "chèque santé" ("Health cheque") in the equivalent amount of the employer's contribution to the mandatory healthcare cover applicable within the company.