

THE MACRON ORDINANCES

THEME 8

Composition of the Social and Economic Committee (CSE)

Members

- **The employer or its representative chairs the meeting**
 - Attendance by 3 collaborators for the company or establishment CSEs / 2 collaborators for the central CSE
- **Staff representatives**
 - The company or establishment employees elect members for the company or establishment CSE, and members of the establishment
 - Among the incumbent members, designation of a secretary and a treasurer of the company or establishment CSE; a secretary and an assistant secretary for the central CSE
 - Alternates attend the meetings only if the incumbent member is unable to attend
- **Union representatives with an advisory voting right appointed by the representative unions**
 - With respect to the company or establishment CSE, the union representative is the union delegate if the company has less than 300 employees, or an eligible employee if the company has at least 300 employees
 - With respect to the central CSE, the union representative is chosen from the union representatives of the establishment CSEs or from the union's elected members
- **Occasional members (occupational physician, in-company safety manager, labour inspector, etc.)**
 - Invited to the meetings dealing with health, safety and working conditions

Commissions

- **Commissions on health, safety and working conditions**
 - In companies with at least 300 employees, or less than 300 employees if the labour inspector requests it
 - Chaired by the employer and composed of at least 3 incumbent members of the CSE
 - Attributions regarding health, safety and working conditions as defined by collective agreement or by agreement between the employer and the CSE or in the CSE rules of procedure, without right of recourse to an expert and without advisory attributions
- **Other commissions**
 - A company collective agreement may provide for implementation of any commission to study specific issues
 - Failing agreement, institution, depending on the size of the company, of an economic commission, a training commission, a commission for housing information and assistance, a commission on gender equality