

THE MACRON ORDINANCES

THEME 9

The advisory role of the Social and Economic Committee (CSE)

Companies with between 11 and 49 employees

- Loss of the advisory prerogatives formerly assigned to the staff representatives regarding professional training and tax credit
- The advisory role is maintained regarding collective dismissal for economic reasons and redeployment of the unfit employee

Companies with at least 50 employees

- **Recurring information - consultations**

	Legal rules	Possible adjustment by means of agreement on:
Imperative topics and frequency	<ul style="list-style-type: none"> • The company's strategic orientations • The company's economic and financial situation • The company's social policy, working conditions and employment • On an annual basis for each of the above topics 	<ul style="list-style-type: none"> • The content of the imperative topics • The frequency of the information / consultations, at least every 3-years • The specific frequencies for particular topics
Consultation levels	<ul style="list-style-type: none"> • The company's strategic orientations and its economic and financial situation: company-level consultation "unless the employer decides otherwise" • The company's social policy: company-level consultation and at the level of each establishment (if there are adjustment provisions specific to these establishments) 	<ul style="list-style-type: none"> • The levels at which the consultations are carried out
Consultation procedures	<p>Failing an expressly stated opinion, the CSE is deemed to have been consulted and issued a negative opinion upon the expiry the following time limit:</p> <ul style="list-style-type: none"> • 1 month from transmission of the information or • 2 months in the event an expert is called in or • 3 months in the event an expert is called in for a consultation that takes place both at the central CSE level and at the level of one or more establishment CSEs. 	<ul style="list-style-type: none"> • The time limits within which the committee opinions are issued • The option for the CSE to issue a single opinion on all or part of the imperative topics

- **Occasional information - consultations**

	Legal rules	Possible adjustment by means of agreement on:
Imperative topics	<ul style="list-style-type: none"> • Matters regarding the company's organisation, management and general functioning • Other imperative topics provided by law (ex: collective dismissal for economic reasons / introduction of new technologies / workforce downsizing, etc.) 	<ul style="list-style-type: none"> • The content of the imperative topics
Consultation levels	<ul style="list-style-type: none"> • Consultation of the CSE corresponding to the perimeter within which the decision is adopted 	<ul style="list-style-type: none"> • No possible adjustment
Consultation procedures	<ul style="list-style-type: none"> • The time limits are those provided for recurring information - consultations 	<ul style="list-style-type: none"> • The number of meetings • The time limits in which the opinions are issued • ...