

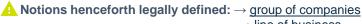
THE MACRON ORDINANCES

THEME 3

Dismissal for economic reasons: main changes

The level at which the economic reasons are evaluated

- Where the company belongs to a group as defined in the Commercial Code:
 - Line of business common to the company and the companies of the group it belongs to
 - Companies located in France



→ line of business

Employee Redeployment

- Limitation of searches for redeployment jobs within the group companies:
 - · As defined by the Commercial Code
 - · Whose organisation, lines of business or operating location allow transfer of all or part of staff
 - Among their establishments in France
- The employer is no longer required to offer redeployment jobs in foreign countries
- Redeployment offers:
 - Option 1: Precise written offers addressed individually to each employee
 - Option 2: A list of available jobs communicated to all the employees → minimum reply time of 15 days

Dismissal order criteria

- Possibility to set, by means of collective agreement, the application scope of the dismissal order criteria, also when not part of an **Employment Safeguard Plan.**
- Failing this, possibility for the employer to limit unilaterally the scope of application to that of an employment sector where one or more of the company's establishments are located.

Penalties for procedural irregularities

- Lowering of the statutory indemnity minimum:
 - If the dismissal process is nullified: at least the 6 last months' pay
 - If failure to give priority of reemployment: at least 1 month's pay

