



NEW LETTER

KEY INITIATIVES AND REFORMS FOR BUSINESSES TO MONITOR...



THE PROFESSIONAL PREVENTION ACCOUNT.

As an employer, you are obligated to report your employees' exposure to the following occupational hazards:

- Noise,
- Monotonous tasks,
- Night shifts,
- Exposure to extreme temperatures,
- Collaborate in successive alternating teams.
- Operate in a hyperbaric environment.

The declaration of risk exposure within the context of the nominative social declaration (DSN) enables employees to earn points and consequently benefit from:

- Professional development initiatives,
- A decrease in their working hours,
- Professional retraining initiatives,
- From early retirement.

We encourage you to reach out to your payroll manager to ensure they are informed of any potential exposure of your employees to one or more occupational hazards.



KEY DECISIONS IN JUNE REGARDING SOCIAL LAW

- Requesting that an employee on sick leave return their files, access badge, company keys, and company vehicle constitutes an oral dismissal without just and serious cause. (Cass. soc. 11 June 2025 no. 23-21.819).
- An employee may, even after departing from the company, request from the employer the communication of emails sent or received through their professional email account. In this instance, the employer is obligated to provide both the metadata (such as timestamps and recipients) and the content, unless the requested elements are likely to infringe upon the rights and freedoms of others. (Cass. soc. 18 June 2025 no. 23-19.022).



CONCENTRATE ON FUNDING PERSONAL MUTUAL INSURANCE FOR SPECIFIC EMPLOYEES.

Companies may choose to participate in the financing of individual mutual insurance for employees who are not mandated to enroll in the company mutual insurance and who satisfy the following conditions:

- Engage in part-time work for a duration not to exceed 15 hours per week and/or under a fixed-term contract for a period not surpassing 3 months;
- Having an individual mutual insurance agreement.



ECONOMIC AND SOCIAL REFORMS IN PREPARATION: GOVERNMENT INITIATIVES AND LEGISLATIVE ADVANCEMENTS

On July 15, 2025, the Prime Minister unveiled his proposed action plan, "Stop the Debt!", which encompasses initiatives aimed at businesses and employees:

- Legislation to address social and tax fraud
- Legislation to eliminate two public holidays
- Reform of unemployment insurance and the Labor Code.

2. Anticipated reform of the professional interview (transition to a career path interview with new responsibilities): legislative vote expected at the beginning of the academic year.

Our teams are, of course, available to assist you in implementing these new measures.