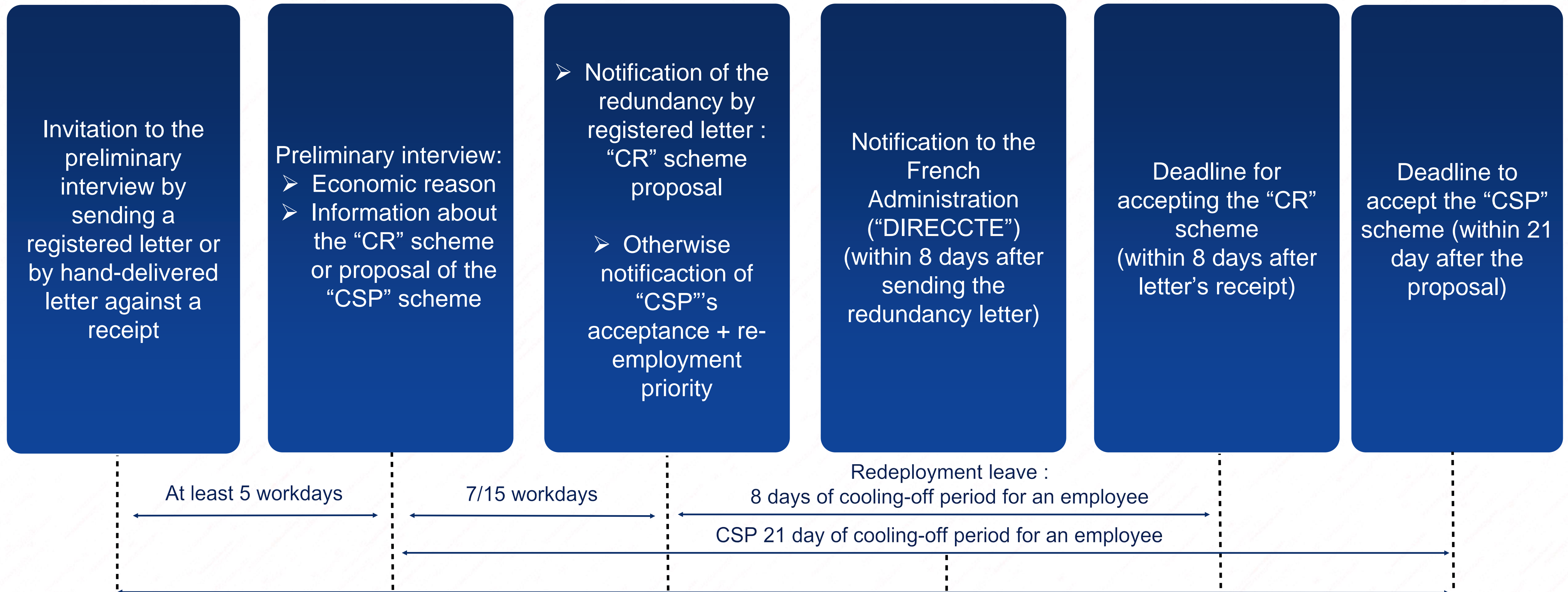


# Overview of redundancy procedures on economic grounds

# **I. Individual redundancy procedure on economic grounds**

## Individual redundancy procedure in case of no possible redeployment or an employee's refusal of redeployment



## **II. Redundancy procedure on economic grounds for 2 to 9 employees**

## Procedural timetables

Collective redundancy of 2 to 9 employees in a company without an Economic and Social Committee (ESC)

<b>DAYS</b> ( <i>D = preliminary interview</i> )	<b>Notes</b>
<b>D-15</b>	To set the redundancy criteria order and finding redeployment opportunities
<b>D-7</b> ( <i>counted in workdays</i> )	To set the invitation to the preliminary interview
<b>D</b>	At the preliminary interview: <ul style="list-style-type: none"> <li>- to provide an explanation on the economic grounds</li> <li>- to provide the “CSP” scheme documentation or information on “CR” scheme</li> </ul>
<b>D+7</b>	To notify the redundancy letters by registered letter
<b>D+15</b>	Information of the DIRECCTE regarding the redundancy Deadline to accept the “CR” scheme (Labor Code., Art R.1233-21)
<b>D+21</b>	Deadline to accept the “CSP” scheme

## Procedural timetables

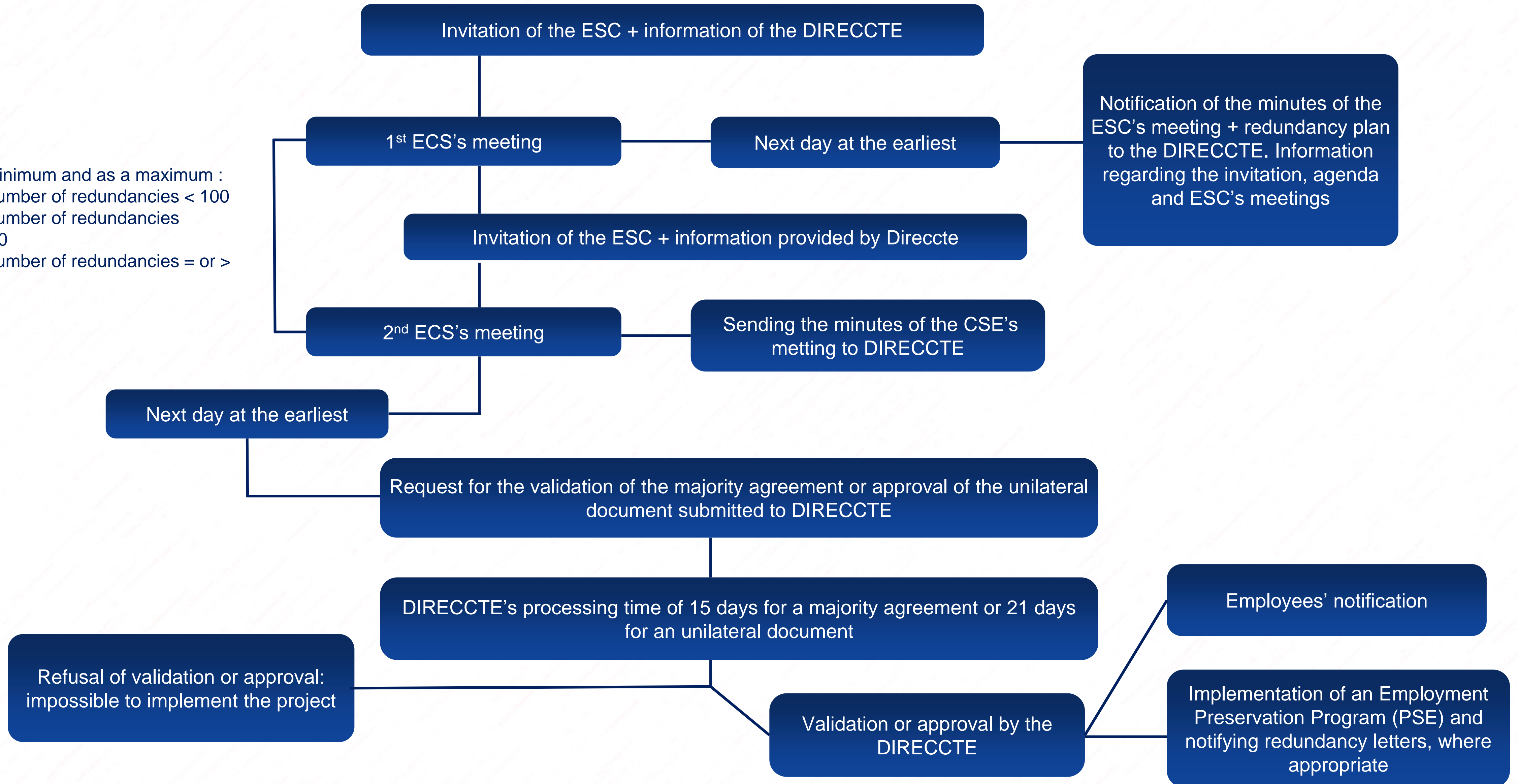
Collective redundancy of 2 to 9 employees in a company with an ESC

<b>DAYS</b> ( <i>D = preliminary interview</i> )	<b>Notes</b>
<b>D-14</b>	To set the redundancy criteria order and finding redeployment opportunities
<b>D-4</b>	To invite the ESC with submission of supporting documents
<b>D</b>	To hold an ESC meeting and to gather its opinion (within 30 workdays)
<b>D+1</b>	Invitation to preliminary interviews
<b>D+8</b>	At the preliminary interviews: <ul style="list-style-type: none"><li>- to provide an explanation on the economic grounds</li><li>- to provide the “CSP” scheme documentation or information on “CR” scheme</li></ul>
<b>D+15</b>	To notify the redundancy letters by registered letter
<b>D+23</b>	Information of the DIRECCTE regarding the redundancy Deadline to accept the “CR” scheme (Labor Code., Art R.1233-21)
<b>D+29</b>	Deadline to accept the “CSP” scheme

**III. Redundancy procedure on  
economic grounds for more than 10  
employees**

## 1. WITHOUT AN EXPERT

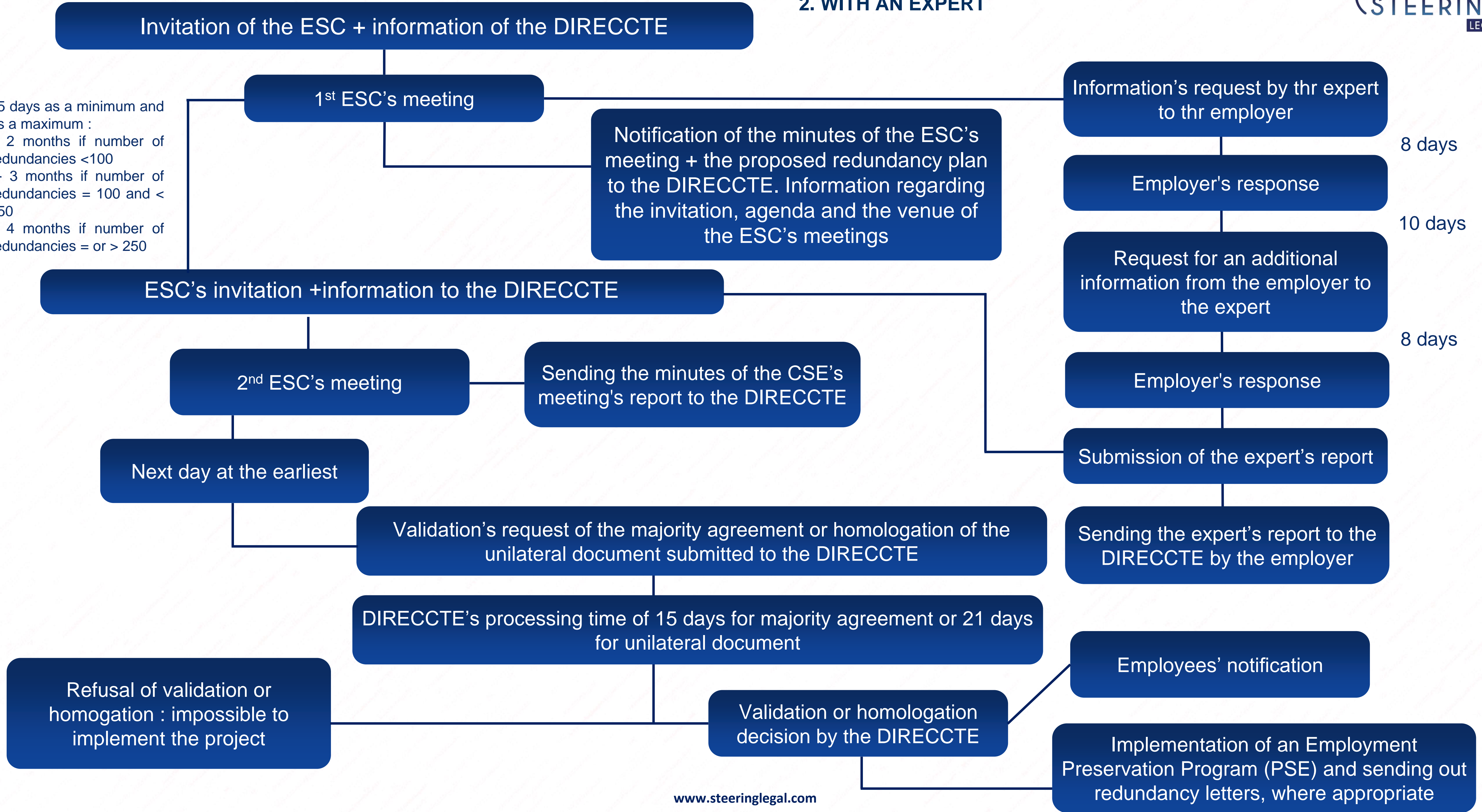
15 days as a minimum and as a maximum :  
 - 2 months if number of redundancies < 100  
 - 3 months if number of redundancies = 100 and < 250  
 - 4 months if number of redundancies = or > 250





2. WITH AN EXPERT

15 days as a minimum and as a maximum :  
 - 2 months if number of redundancies <100  
 - 3 months if number of redundancies = 100 and < 250  
 - 4 months if number of redundancies = or > 250



## THE TIMETABLE OF OPERATIONS

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Days	Notes
D	1 <sup>st</sup> ESC meeting + an appointment of an expert
D+21	The expert has a 21-day time period to gather all the necessary information from the employer
D+36	The employer replies to the expert within 15 days
D+1,5 month	The expert should submit his report within 15 days before the 2 <sup>nd</sup> ESC meeting
D+2 months	2 <sup>nd</sup> ESC meeting + the ESC delivers its two advisory opinions within two months maximum
D+2 months+8 days	The DIRECCTE has 15 days to decide in case of a majority agreement
J+2 months+21 days	The DIRECCTE has 21 days to decide on the employer's unilateral document

## SOCIAL LAW

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- 1 Assistance, advice and clients' support to Chief Executive, Executive Officers and Managers in their day-to-day labour relations, implementation of strategies and litigations.
- 2 Decision-making assistance by defining pragmatic goals and solutions.
- 3 Expertise in high-risk litigation - Pleadings in social courts throughout France.
- 4 Finding innovative solutions.
- 5 Consulting on labour strategy based on in-depth knowledge of our clients' specific features, their activities and labor policy.
- 6 Experience in all professional areas allows us a cross-disciplinary understanding of the labour world, its functioning and its constraints.

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# OUR VALUES

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## 1 Qualification

We provide a work method built on skills, intellectual rigor, and strong professional experience allowing us to assist our clients on every step of their corporate life, in every market, and at the highest legal and tax levels.

## 2 Reactivity and availability

We share our clients' culture and methods, understand the challenges they are facing, and work hard to provide answer quickly by being available to answer all inquiries at any time.

## 3 Confidence

Confidence is a key value, allowing us to move peacefully with our clients and devote all our energy in handling every case in order to build strong long lasting relationships considering that time is necessary to any kind of investment.

## 4 Proximity

The distribution of our offices in France and abroad allows us to support our clients regardless of the country or area of practice.

## 5 Pragmatism

Since the law is a tool for companies and not a constraint we always focus on our clients' success rather than adopting a dogmatic rigid legal position in order to find efficient and sustainable solutions from an economic standpoint.

## 6 Creativity

We constantly look for efficiency in the solutions brought to our clients' projects and we are committed to identifying and implementing innovative legal strategies.

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