

*Measures relating to employee representation bodies
(updated on 4 May 2020)*

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| <p>Elections</p> | <p><u>Purpose:</u></p> <p>Postpone the election deadlines at the end of the Covid-19 health crisis and maintain the mandates of employee representatives during this period.</p> <p><u>Conditions:</u></p> <p>Statutory provisions, immediately applicable.</p> <p><u>Effects:</u></p> <p>Elections of the employee representatives, including partial elections, are postponed after the term specified below.</p> <p>The appointment term of any elected representative that was in force on 12 March 2020 is extended until the results proclamation of the postponed elections.</p> <p><u>Term:</u></p> <p>Until the end of the 3rd month following the end of the Covid-19 health emergency period (currently 24 May 2020).</p> |
| <p>Meetings</p> | <p><u>Purpose:</u></p> <p>Allow the regular operation of works councils ("social and economic committees") and other employee representative bodies during the Covid-19 health crisis.</p> <p>Shorten the convening and consulting periods for urgent matters relating to COVID-19.</p> <p><u>Conditions:</u></p> <p>Statutory provisions, immediately applicable.</p> <p><u>Effects:</u></p> <p>The meetings of the employee representative bodies can be held by videoconference or conference calls, or if both are impossible to organize, by instant messaging.</p> <p>For the information/consultation about measures taken in relation to the economic, financial or employment consequences of the epidemic, except for "large" lay-off plans (at least 10 employees over 30 days or assimilated plans) or "collective performance agreements", the applicable time periods are applicable:</p> <ul style="list-style-type: none"> - 2 days for convening a works council meeting and 3 days for a central works council (instead of 3 and 8 days respectively); - the consultation is deemed to be completed after 8 days if the works council has not appointed an expert, 11 days if an expert has been appointed and 12 days for a central works council with an expert or in case of multiple experts (instead of one, two and three months respectively). |

Implementation:

The use of alternative meeting modes must be notified in advance to the employee representatives.

The meetings held by conference call or instant messaging must guarantee the identification of participants, the immediacy of communications and the secret of vote when it is legally required.

Term:

Alternative meeting modes are allowed for all meetings convened during the Covid-19 health emergency period (currently scheduled to end on 24 July 2020).

The reduction of the convening and consulting time periods apply to any information/consultation process started from 4 May 2020 and until 23 August 2020.