

Overview	Legal Change	Action required
<p>Partial Unemployment Measures ("l'activité partielle")</p> <p>An alternative where other working alternatives are not available (home or teleworking or paid leave).</p>	<p>Employees who cannot work in other ways, stop work temporarily.</p> <p>This is not part-time working or a reduction of hours. Rather it is full work stoppage.</p> <p>The employer pays 70% of gross salary which it can then claim back from the Government.</p>	<p>Applications can be made via the government portal:</p> <p>https://activitepartielle.emploi.gov.fr/aparts</p> <p>The application review is now supposed to take 48 hours. Formally it took 15 days.</p>
<p>When available?</p>	<p>This measure is available in the event of, amongst other things, a drop in activity due to an epidemic.</p>	<p>Applications can be made now.</p>
<p>Collective Bargaining Agreements.</p>	<p>Employers must check their CBAs. These may provide for higher percentage salary payments in these circumstances, sometimes on a sliding scale. However, companies currently can only to claim back 70% of actual gross salary from the government.</p>	<p>Check your CBA.</p>
<p>Employer choice?</p>	<p>The unions are lobbying at company level for employers to apply these measures. However, employers do not have to agree.</p> <p>Homeworking should be put in place where possible.</p> <p>Where not possible it is still currently allowed to keep work premises open provided all government health and safety guidelines are clearly followed.</p> <p>There is an option to introduce shift work up to 50% at any one time.</p>	<p>Employers are responsible for the health and safety of their employees.</p> <p>If employers decide to keep work premises open they must be able to demonstrate that they have followed all government guidelines.</p>
<p>Absence from work caused by an external factor ("Absence par ricochet").</p>	<p>Where an absence from work is caused by an external factor, such as a school closure when the child is under 16, and it is not possible for a parent to work from home, government health insurance is available.</p>	<p>Employers make a declaration on https://declare.ameli.fr/declaration</p> <p>Conditions will apply.</p>

This is a high level general update only. Legal advice should be obtained on specific circumstances.

