

SERENELY MANAGE THE IMPLEMENTATION AND FUNCTIONING OF YOUR CSE



THE CSE MUST BE IMPLEMENTED IN ALL COMPANIES OF AT LEAST 11 EMPLOYEES BY 1 JANUARY 2020.

Anticipate this deadline and surround yourself with specialized advisors.

- ▶ How is the threshold for the establishment of the CSE calculated?
- ▶ What is the composition of the CSE ?
- ▶ What are the means available to the members of the delegation?
- ▶ How are the CSE meetings organized ?
- ▶ Company of less than 50 employees or company of more than 50 employees, what are the assignments of the CSE?
- ▶ How to build my social calendar ?
- ▶ How do the different CSE budgets fit together ?



Social Dialogue

Use this instance to optimize your company's social dialogue

Electronic Voting

Benefit from our online ballot solution: fewer constraints, more security.

Advice-Specialist

Count on our ability to understand the issues and the functioning of the works councils.



The reform establishes a single body of staff representation, thus merging the DPs, the CE and the CHSCT. The obligation of implementation is effective from 1st January 2020 to all companies with 11 or more employees, if this workforce is reached for 12 consecutive months.



BDO OFFERS YOU A COMPLETE SUPPORT IN THE ESTABLISHMENT OF YOUR CSE, AND NOW IN THE MANAGEMENT OF THIS INSTANCE

Once the staff representatives are elected, the employer commits himself, according to the workforce of the company, to :

- ▶ inform and consult the body at monthly or bi-monthly meetings,
- ▶ provide answers to the individual and collective claims of employees.

OUR SOLUTIONS

SUPPORT: SETTING

- ▶ Determination of workforce and validation of electoral colleges
- ▶ Preparation of an electoral calendar
- ▶ Preparation of the pre-election protocol (letter of invitation to the trade unions, draft of pre-election protocol)
- ▶ Establishment and processing of electronic voting for your professional elections
- ▶ First round of elections (preparation of note templates, mail) and assistance in drafting the minutes of the results
- ▶ Second round of elections if applicable

COACHING : OPERATING SUPPORT

- ▶ 1 day of training "President of the CSE"
- ▶ CSE of company with *less* than 50 employees
 - Supporting the President in holding the meetings
 - Writing of convocations
 - Preparing responses to claims
 - Supporting the President in the information and consultations related to the CSEs of less than 50 employees
- ▶ CSE of company with *more* than 50 employees
 - Supporting the President in holding the meetings
 - Writing of convocations and agenda
 - Supporting the President in the organisation of this body
 - Assignment of the CSE
 - Available means
 - Consultation time
 - Support in setting up the BDES
 - Supporting the President in the determination of the CSE budget

YOU WISH TO KNOW MORE ON OUR SUPPORT TO CSE ?

Contact your usual Social Expertise & HR contacts.