

Part-time work, the new rules



PAP-7 1 Days (7 Hours)

Description

This training will allow you, over one day, to update your knowledge in order to master the legal provisions of the law of June 14, 2013. You will thus be able to anticipate the entry into force of the new obligations for existing staff and draft in compliance your contracts and amendments.

Who is this training for ?

For whom

Human resources managers, HR assistants, managers of SMEs, subsidiaries, Business Units, etc.

Prerequisites

Aucune

Training objectives

- Master the legal framework of part-time work Anticipate the implementation of the law of June 14, 2013

Training program

Rappel du cadre juridique entourant la mise en place du temps partiel

- Implementation at the initiative of the employer: consultation of elected officials or information from the Labor Inspector.
- Implementation at the request of the employee: cases which impose on the employer, those which he can refuse.
- The specific clauses of the employment contract: duration and distribution of working hours, additional hours.
- Management of part-time employees: principle of equal treatment and specific rules.
- Collective reflection Check the conformity of contracts with texts and case law.
- Identify the constraints part-time.

Obligation d'une durée minimale de 24 heures de travail par semaine

- The objective of the law of June 14, 2013.
- The content of the obligation and the methods for calculating working hours.
- Legal exemption concerning employees under 26 years of age continuing their studies.
- Exemptions at the request of the employee: criteria and conditions.
- Conventional exemptions: only an agreement or a sector agreement extended period may deviate from the minimum duration.
- Conditions for implementing exemptions: grouped schedules.
- Example Discover the different possible exemptions in the context of a discussion and their implementation.

Conditions d'application des nouvelles obligations aux contrats en cours

- The conditions for bringing current contracts into compliance.
- Implementation and life of contracts during the transitional period from July 1, 2014 to January 1, 2016.
- Obligation to negotiate in professional sectors.
- Exchanges Think as a group about the methods of bringing current contracts into compliance.

Les autres modifications légales

- Remuneration for additional hours.
- Additional hours.
- Example The different possibilities of temporarily increasing the working hours of employees part-time, without reaching 35 hours.