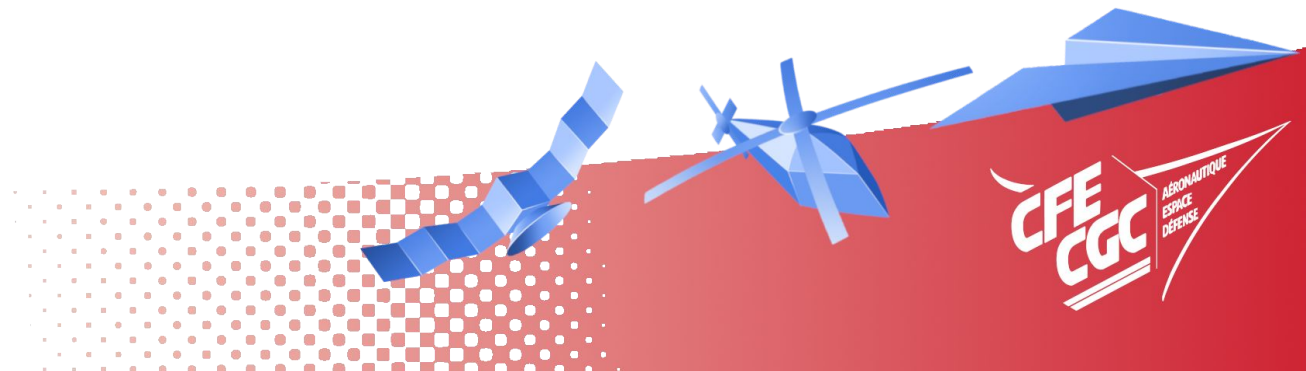




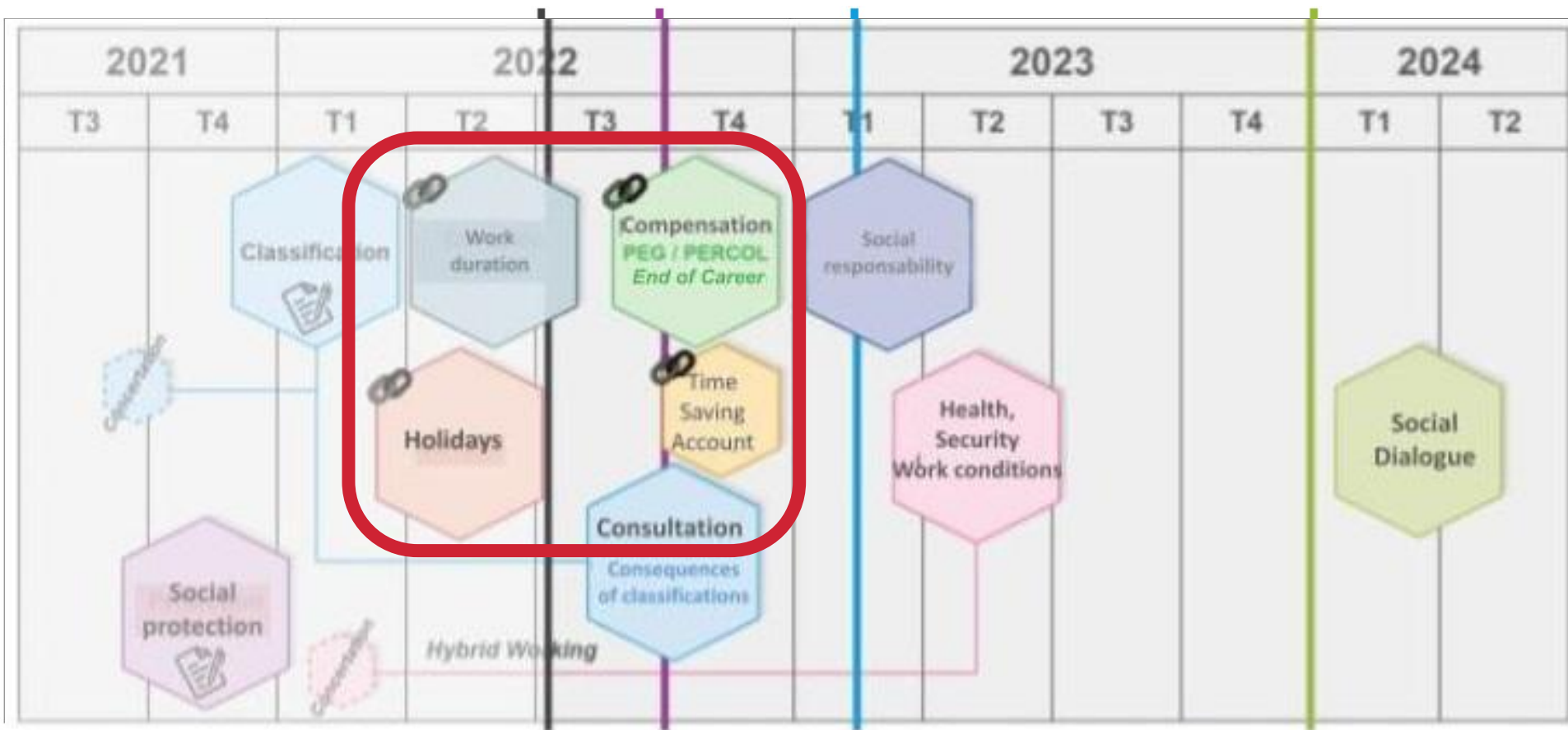
RELOAD

Holidays

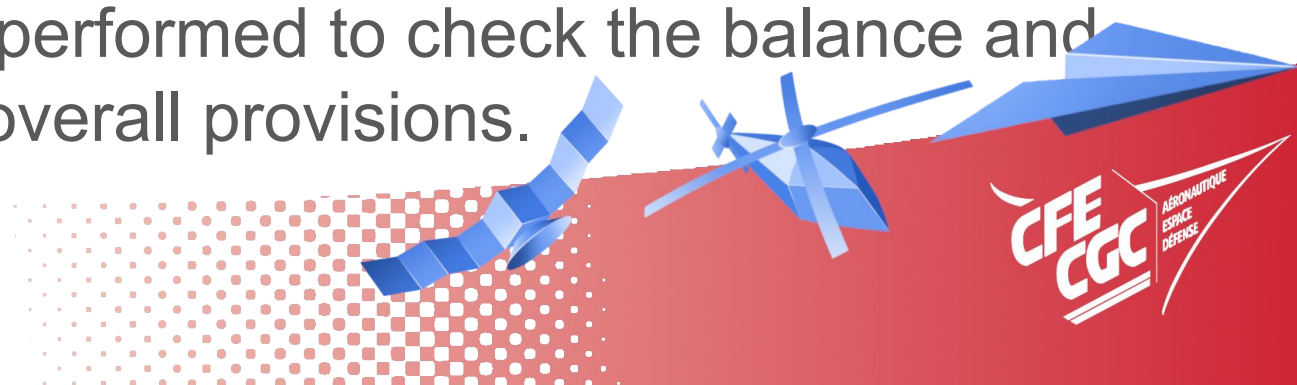


RELOAD Holidays

- Calendar



Each agreement will only be signed once a global review of all of them will be performed to check the balance and coherence of the overall provisions.

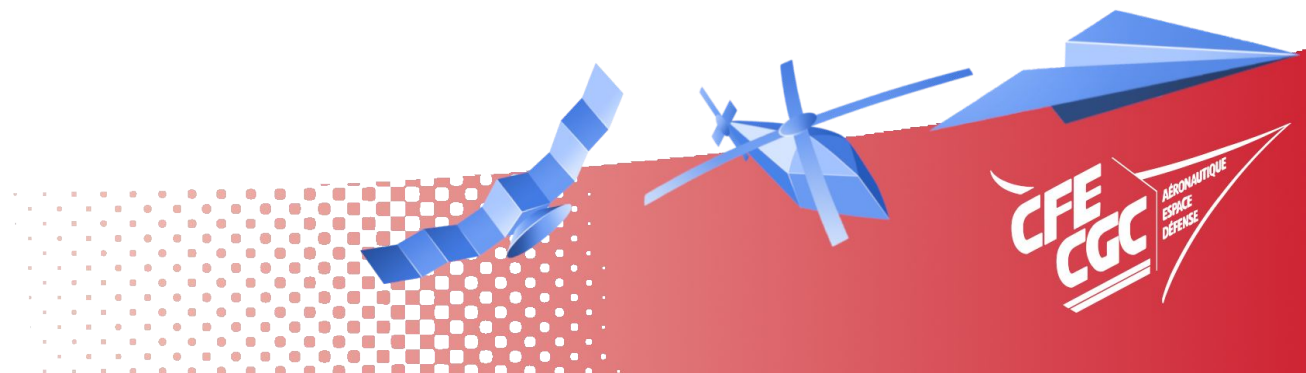


RELOAD

Holidays

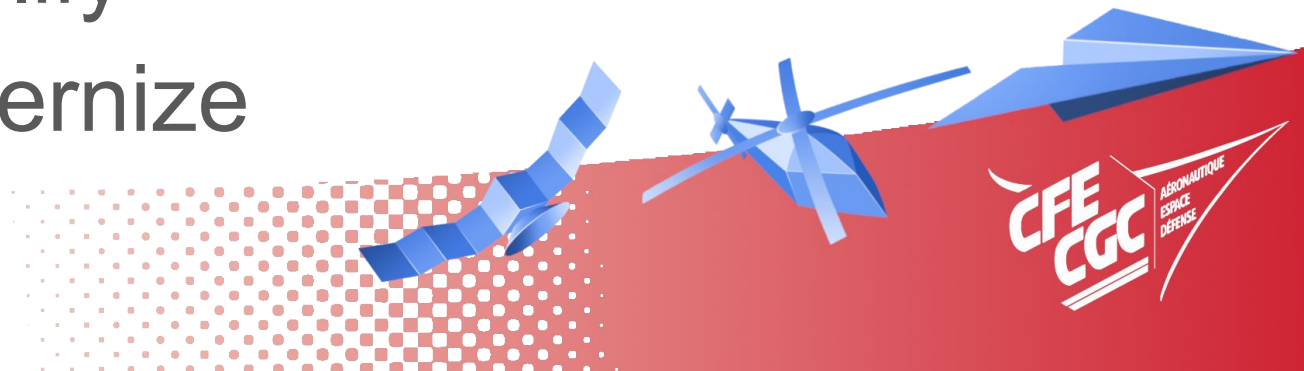
- Scope
 - 4 domains :
 - Legal paid holidays
 - Additional holidays
 - Leave for family reasons
 - Other leaves

⇒ Absence in relation with *working time* are being discussed in the chapter *working time*.



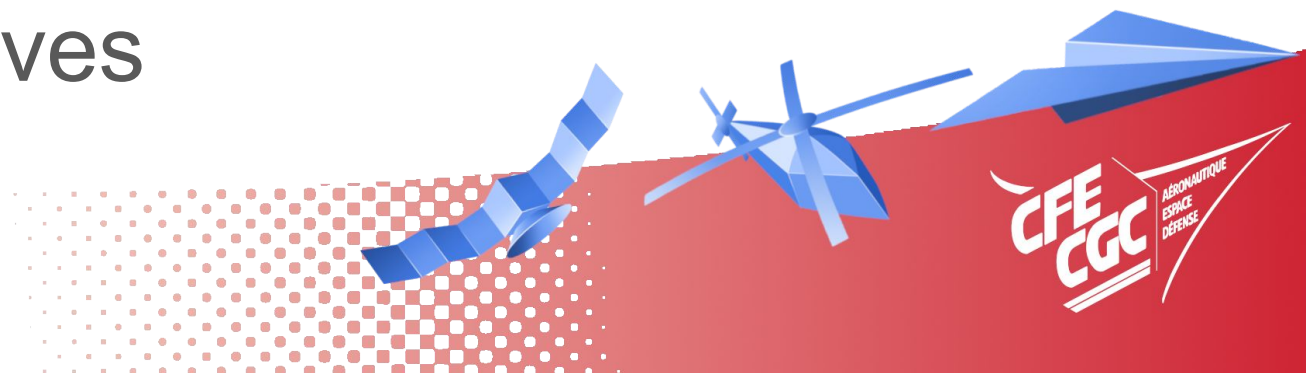
RELOAD Holidays

- Context
 - Current rights in the Group :
 - not harmonized
 - generated by various background and different processes
 - Objectives of the negotiation :
 - to harmonize
 - to give a purpose
 - to simplify
 - to modernize



RELOAD Holidays

- Pre-agreement content:
 - Legal paid holidays and additional holidays
 - Private/working life balance:
 - Absence for family reasons
 - Absence for serious illness of a child
 - Leave gift
 - parenthood
 - Family events
 - Other leaves





To receive the complete document,
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Propose always
Oppose sometimes
Build often

