

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
<b>Representation</b>		
<b>Social and Economic Committee</b>	<p>In 2017, it was confirmed that employers would be required to merge their Works Councils, Health and Safety Committees and Staff Representatives into one single representative body called the Social and Economic Committee (the SEC).</p> <p>Employers are asked to complete the merger when the current institutions reach their renewal date. All mergers must be complete by December 31, 2019.</p>	Confirm when your representative institutions are due for renewal, and introduce the SEC when the time comes.
<b>Staff Representatives</b>	From January 1, 2018, staff representatives will be prohibited from standing for election after they have performed three successive terms.	Ensure compliance from January 1, 2018
<b>Collective Agreements</b>		
<b>New rules</b>	<p>From May 1, 2018, collective agreements must, to be valid, be approved and signed by a representative union, which has obtained more than 50% of the votes in the first round of elections.</p> <p>In the absence of such conditions, the agreement can be signed by a representative union with only 30% of the votes, but importantly, a majority of the company's employees must also vote to ratify that union's signature.</p>	Review existing collective agreements to determine whether the majority rule has already been complied with. If not, take action and ensure compliance before May 1, 2018.
<b>Staff Training</b>		
<b>New rules</b>	The Government plans to modify the rules applicable to professional training during the first half of 2018.	No action required at present but keep abreast of any developments in this area.
<b>Social Security</b>		
<b>Employer contributions</b>	The social contribution rate is expected to change on January 1, 2018, although there is currently no update as to the new figure.	No action required at present, but keep abreast of how this develops.