

FRANCE : Update : August 2023

Overview	Legal Change	Action required
French Labour Code Update on Collective Bargaining	<p>From September 9th 2023, trial employment periods longer than the normal legal maximum, which have been allowed in some collective bargaining agreements (CBA), will no longer be permitted under the French Labour Code.</p> <p>Normally, trial periods cannot exceed 4 months for managers, 3 months for supervisors and 2 months for workers.</p> <p>However, an exception was allowed for CBAs signed before June 26th 2008. This exception will no longer apply due to the introduction into French law of the EU Directive on Transparent and Predictable Working Conditions.</p>	<p>HR and In-House Counsel should:</p> <ul style="list-style-type: none">- check their standard employment contracts to see if they are affected;- if relevant, update their employment contracts for all hires after September 9th 2023

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

