

EMPLOYMENT LAW

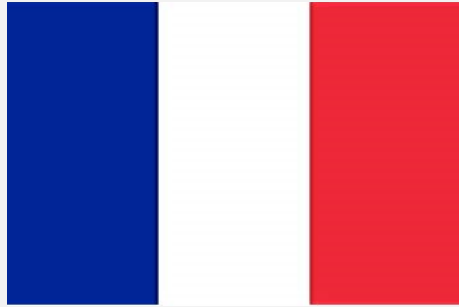
Fanny BAUMET

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Anaïs VIOLLE

Khadidja WEIMERT

TRIAL PERIOD

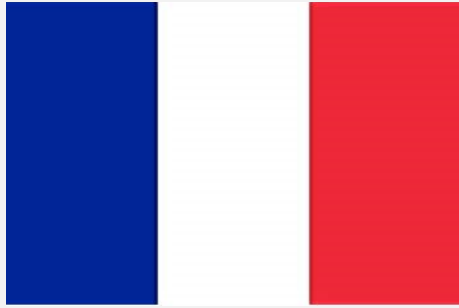


- Not required
- Strict process
- Different as per the type of contract and the professional category
- Possibility of one renewal



- Usually 90 days
- No condition if employment at will
- Except violation of protected class (such as race, sex, age, pregnancy or religion, etc.)

FLEXIBLE WORKING



- Legal working time
- Overtime : increased to 25 % (i.e. from 36th to 43rd) and increased to 50 % (without exceeding 48 hours)
- Full-time at 35 hours and part-time at 24 hours
- Lunch break : more longer breaks



- No limits number of hours
- Overtime : paid at 1.5 times
- Full-time and part-time is not clearly defined
- Lunch break : about 30 minutes

REMUNERATION



- Federal minimum wage : 10,03 € / hour
- Payment monthly
- Taxes and social security contributions deducted from wages



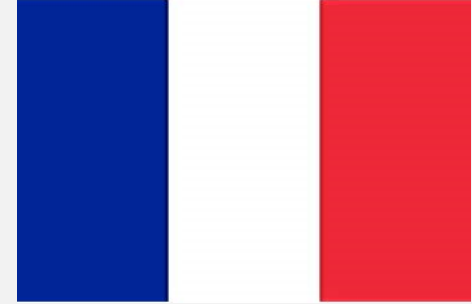
- Federal minimum wage : 7\$25 / hour
Each state is free to set it's own hourly rate
- Payment monthly, weekly or every two weeks
- Only taxes deducted from wages

Taxes are levied at withholding tax

RETIREMENTS AND PENSIONS

1. The same system organization :

- Public
- Operate on a pay as you go
- Universal



2. Contribution rate :

France : Social Security bracket and status

United States : Single contribution rate of 12,4 %

3. Retirement pension

United States : Based on the 420 best professional monthly income

France : Based on a quarterly



4. Retirement age : 62