

FAIB Webinar

HR matters under the current circumstances

*with Christophe Delmarcelle, Partner at DEL-LAW & FAIB Associate member, together
with Florence Bindelle, SG Europeanissuers & FAIB Vice-president*

Question List

1. Teleworking

- Can an employee refuse to telework? Or can he/she be asked to go to the office 1 day a week or for mail and under what conditions? What about working hours? Are they flexible?
- Is it necessary to take measures to prevent isolation?
- Can a worker refuse an assignment? Right of withdrawal?
- Is it allowed to give the address of one worker to another?
- Can an employee telework from abroad? What are the consequences?
- Can an employee refuse a video conference?
- Can an employee record the conversation?
- What are the risks for confidentiality?
- What does CLA 149 say?
- Does structural or occasional telework need a written agreement? Is it the same for all?
- What about GDPR?
- Is it allowed to change the employment contract?
- Expense allowance? Covid allowance? lump sum? fixed? 10%?
- Quid representation expense allowance?
- Is it possible to donate/loan furniture? screens? What happens on return?
- What impact does this situation have on recruitment?
- Can recruitment and selection be automated?
- What are the conditions (employer obligations) surrounding teleworking?
 - Contractual: individual or collective agreement
 - Financial: compensation or reimbursement
 - Logistics: desk, chair, screen, computer, telephone -> Are these benefits in kind? Should they be included in the telework contract or agreement or not?
- What about future teleworking? On a fixed day? What about the worker who wants to go on holiday for a month and then work from his holiday location?

2. Control

- Can the employer control email / internet / internet tools?
- Can the employer record video conversations or meetings?
- Can the employee record meetings?

3. Training

- How to ensure continuing education?
- What are the obligations?

- Can the employee refuse to provide/the participation at a training?

4. Well-being

- Is there a screen obligation?
- Are there any special measures to be taken?
- Can a covid test or a blood test be imposed?
- Can the vaccine be imposed?

5. Travel

- Who can still travel?
- Under what conditions?
- What documents must be completed?

6. Contractual aspects

- Can an electronic signature be used? How can it be used? What is no longer digitally valid?
- Recruitment - what should be planned for the workplace?

7. Miscellaneous

- ATN for computers etc.
- Exclusively professional computer, proof of private existence, etc.