# The eleven reference answers — article, version, date, and what may depart from it

LINDBERGH FORMATION — 16 rue de Maillé, 91310 Montlhéry, France · Companies register (RCS) Evry 817 946 114

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Answers served to employers and employees on every channel · fictional document

**Fictional document — demonstration example**

This document is produced by the Blue Lemon Agent website to illustrate what an AI agent hands to its users. The companies, matters, amounts and people in it are invented. It has no legal, accounting or commercial value.

**Fictional document**, produced for the demonstration. **These eleven answers carry the GENERAL LAW applicable to everyone. None of them tells a member of the public whether their employer is at fault: assessing a named situation belongs to the labour inspector. Each answer states expressly that a company or sector agreement may provide otherwise, with the link to consult it.**

## Full example — unpaid overtime, the answer served word for word

**What goes to the member of the public:** « Hello, I am an artificial-intelligence agent of the service; you may ask for a human contact at any time. **Hours worked beyond the statutory weekly duration give rise to a pay premium. Failing a company-level agreement or a sector-wide collective agreement, article L3121-36 of the Labour Code sets that premium at 25 % for each of the first eight overtime hours and 50 % for those beyond. Your company or sector agreement may set a different rate: here is how to consult it. To act, article L3245-1 provides a three-year**

**limitation period** running from the day you knew or should have known the facts, the claim being able to cover sums due for the last three years. **The documents that make the proof** are your payslips for the period, your rotas, your clock records and your written exchanges with the employer. **Three routes are open to you**: a written request to your employer, a report to the inspection unit, an application to the labour tribunal. »

| Route | What it produces | Indicative time | What to provide |
|---|---|---|---|
| **Written request to the employer** | A written reply, and a dated record if matters continue elsewhere | 15 to 30 days | The hours count and the period's payslips |
| **Report to the inspection unit** | **Handling by a labour inspector, who decides what follows** | Variable | **The three items of the qualified acknowledgement** |
| **Application to the labour tribunal** | A court decision on the sums due | Several months | The hours count, the payslips, the rotas |

## What is built for the inspector while the answer goes out

| Element of the information sheet | Filled in | Source |
|---|---|---|
| Establishment identified and matched against the case application | **Yes** | Company number, name, address of the workplace |
| **History: 3 reports on the same establishment in 18 months, all on working time** | **Yes** | **The unit's register of reports** |
| Period of the facts bounded | **Yes** | The person's statement, cross-checked with their payslips |
| Three missing documents requested in the same message | **Yes** | Rules A, B and C |



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| Element of the information sheet | Filled in | Source |
|---|---|---|
| **Assessment of the situation** | **NO — left to the inspector** | **—** |

## The channels, and the compulsory announcement

| Audience | Channels | Annual volume | What it changes |
|---|---|---|---|
| **Employers and employees** | **WhatsApp Business, website chat, email** | **2,940 enquiries arriving on these channels** | **No account to create, nothing to install — unclaimed rights avoided** |
| Unit staff | Microsoft Teams, Slack, email | — | No change of tool |
| **Requests for a human contact** | All channels | **418** | **418 handed over to a member of staff — 100 %** |

**The announcement is not a configuration option:** since **2 August 2026, article 50(1) of Regulation (EU) 2024/1689 on artificial intelligence** requires that anyone interacting with an AI system be informed, unless this is obvious. **The announcement is built into the welcome message, in one short sentence and before any question.**

Version of the 11 reference answers reread and settled by the head of unit, on: _____

> **Request a demo with your own documents**
> This document is a fictitious example. To see the agent work on your own documents, request a demo from its page.
> https://bluelemonagent.ai/en/secteur-public/metiers/agent-ia-appui-inspection-travail

Scope of this document: the service operated by Blue Lemon Agent. For an agent deployed at your premises, the applicable location is that of the architecture set out in the quotation and verified before commissioning; local execution is announced only for the configuration explicitly described and accepted in the quotation; the applicable isolation depends on the deployment mode set out in the quotation, no dedicated isolation being presumed; the encryption mechanisms in transit and at rest, their components and key management are those documented for the architecture chosen; roles and permissions are configured and accepted for the identities and systems actually



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connected; the events logged, their content, their retention period and who may access them are defined for the deployment chosen.