One hundred and four questions — seventy-one uncovered subjects

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The three levels, in search order

Level	Can it change the result?	Consulted?
Company agreement	**Yes**	**Yes, first**
Collective agreement	**Yes, if more favourable**	**Yes**
Internal rules	**Yes, on some points**	**Yes**
General statute quoted from memory	**—**	**Never**

The 104 unanswered questions

Situation	Questions	What it says

Subject not covered by your agreements	**71**	**Information in itself**
Document not opened to the agent	**33**	**An access to grant**

> **The 33 are settled by opening a document.** The 71 call for a decision: a subject no agreement covers has no answer, and nobody can invent one.

The top five uncovered subjects

Subject	Questions per quarter
Exceptional home working	**14**
Donating leave days between employees	**11**
End-of-career arrangements	**8**
Commuting expenses	**6**
Leave for personal study	5
Total of the 5	**44**

Forty-four enquiries a quarter across five subjects. They are five subjects to settle once — and deciding not to cover them is also an answer, provided it is written down.

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