



# One hundred and four questions — seventy-one uncovered subjects

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

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Fictional document

## Fictional document — demonstration example

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**Fictional document**, produced for demonstration. **An answer ignoring the three levels is wrong even when the article quoted is accurate.**

## 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 |
|-----------|-----------|--------------|
|-----------|-----------|--------------|

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|                                               |           |                              |
|-----------------------------------------------|-----------|------------------------------|
| <b>Subject not covered by your agreements</b> | <b>71</b> | <b>Information in itself</b> |
| <b>Document not opened to the agent</b>       | <b>33</b> | <b>An access to grant</b>    |

**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 |
|----------------------------------------------|-----------------------|
| <b>Exceptional home working</b>              | <b>14</b>             |
| <b>Donating leave days between employees</b> | <b>11</b>             |
| <b>End-of-career arrangements</b>            | <b>8</b>              |
| Commuting expenses                           | <b>6</b>              |
| Leave for personal study                     | 5                     |
| <b>Total of the 5</b>                        | <b>44</b>             |

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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