

Submitted in the...	Signature	Proposer	Line	Status	Change	Reason
House	(COD) - H3.1 A11	Anda Puriņa (Political group - S&D)	69	Adopted in plenary	<p>From line 69 to 70:</p> <p>Work no longer than 40³⁵ hours a week. Exceeding the hourly rate gives entitlement to compensation in the form of money or time off work</p> <p>From line 71 to 78:</p> <p>3. Benefit from parental leave, corresponding to: Benefit from parental leave, corresponding to: A period corresponding six weeks to the beginning of the pregnancy and up to 10 weeks after birth for the parent bearing the child; 15 days for their partner.</p> <p><u>A period starting after 32 weeks of pregnancy and additionally up to 10 weeks after birth for the parent bearing the child</u> <u>30 days for their partner.</u> <u>A period of 30 days for parents involved in an adoption procedure once the adopted child has arrived to the household. Considering the possibility to extend this period under special circumstances.</u> Benefit from adequate protection against unjustified dismissal;</p> <p><u>4. Benefit from adequate protection against unjustified dismissal:</u> Contribute to collective bargaining and social actions without fear of repercussion.</p> <p><u>5. Contribute to collective bargaining and social actions without fear of repercussion.</u></p>	For the well-being of the workers regarding the social perspective and improvement of citizen rights and benefits.
Senate	(COD) - S3.1 A2	Justin Vénisse (Renew)	73	Adopted in plenary	<p>From line 73 to 75:</p> <p>A period corresponding six weeks to the beginning of the pregnancy and up to 10¹⁶ weeks after birth for the parent bearing the child; <u>a legal guardian or parent;</u></p> <p>15^{With 21} days <u>minimum available</u> for their partner <u>with the possibility to use time from their partner's leave.</u></p>	
House	(COD) - H3.1 A5	Klára Jamník (Political group - EPP)	75	Adopted in plenary	<p>Insert after line 75:</p> <p><u>Legal guardians may request telework arrangements or reduced working hours for a specified period until the child is two years old, to manage their parental responsibilities.</u></p>	We propose the amendment to guarantee children's care and education and therefore foster values family values. Research shows that working from home reduces stress levels for parents which is especially high in the first two years of the newly-born child. With the reduction of stress we also aim to improve employees productivity and because they have an option to connect with their family unit also improve their well-being which is connected with motivation at workplace.
House	(COD) - H3.1 A3	Laura Mirella Corbella (Political group - EPP)	82	Adopted in plenary	<p>In line 82:</p> <p>Benefit from a yearly training paid^{cofinanced} by their employer; <u>employer and the Federation;</u></p>	As the federation supports workers' benefits and, in particular, desires to promote education and professional preparation, we believe that it should also provide financially for the training of workers, so to assist employers in this regard.

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Senate	(COD) - S3.1 A5	Justin Vénisse (Committee - Social policy)	104	Adopted in plenary	From line 103 to 105: In addition to the minimum wage, Employers shall pay provide additional financial compensation for jobs who present difficult conditions: <u>once the employee is able to provide medical proof of suffering from physical or psychological chronic or acute stress caused directly by their employment</u> , as listed below:	
House	(COD) - H3.1 A1	Francesca Comba - Renew (Political group - Renew)	119	Adopted in plenary	Insert from line 119 to 120: Employers <u>who have more than 500 workers</u> must hire at least 30% of worker in a situation <u>of job insecurity, and those with 250 and 500 workers are required to employ at least 15% of workers in a state</u> of job insecurity, i.e.: From line 124 to 126: Long-term unemployed worker <u>worker(i.e. more than 6 months of unemployment)</u> . <u>People who, due to socio-economical, environmental factors and armed conflict, gained a status of refugee.</u> Employers must accept and consider all applications without any form of discrimination <u>based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age, sexual orientation or gender identity.</u>	Based on the staff headcount, Renew Europe believes that a proportional percentage of employees in a situation of job insecurity would be easier to hire for small and medium sized enterprises, according to the definition of the EU recommendation 2003/361 of Small and medium-sized enterprises (SMEs). In addition, we defined what "long term" would mean and included refugees in the list of people with job insecurity, underlining then the importance of the principle of non-discrimination stated by the EU Charter of Fundamental Rights in its article 21.
Senate	(COD) - S3.1 A1	Marija Lazic (Political group - ECR)	119	Adopted in plenary	From line 119 to 120: Employers must <u>should encourage to actively</u> hire at least 30% of worker in a situation of job insecurity, i.e.:	The proposed amendmen aligns with the core values of the European Conservatives and Reformists (ECR) by fostering a balanced approach to labor market regulations. The ECR advocates for policies that stimulate economic growth, enhance labor market flexibility, and reduce the regulatory burden on businesses.
House	(COD) - H3.1 A10	Jordi Lopez Lopez (Committee - Social policy)	124	Adopted in plenary	Insert after line 124: <u>Legally-recognized migrants affected by a natural disaster;</u> .	The Green Party firmly believes that acknowledging migrants affected by natural disasters is decisive not just in terms of accession and inclusion of the working market, but also in the construction of a greener and fairer federation.
House	(COD) - H3.1 A4	HADDAD OPHELIE (Committee - Social policy)	133	Adopted in plenary	Insert from line 132 to 134: Facilitate professional development opportunities, by granting professional training <u>which is eco-friendly, gender-sensitive, and adaptive to the economic sector and activity (whilst being dually financed by the private sector (40%) and by the Federation (60%))</u> to their employees. Those trainings shall be paid both by the company and the Federation;	Because we believe that climate change needs to be at the center of our formation in any kind of profession, that is, creating an ecological and gender-sensitive education.

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House	(COD) - H3.1 A8	Alessia Ruta (Political group - The Left)	135	Adopted in plenary	<p>Insert in line 135:</p> <p>Respect the rights to privacy and non-discrimination of employees.</p> <p><u>4. Ensure gender balance and enhance women's representation at all levels of employment, taking all necessary and adequate measures according to their capacity, as well as adhering to intersectionality principles that consider race, ethnicity, socioeconomic status, sexual orientation, and disability. These efforts shall be periodically reviewed and reported to regulatory bodies tasked with enforcing compliance and providing implementation guidelines.</u></p>	The proposal of adding a fourth point to article 5b came from the necessity that we identified to include a gender perspective to this policy. Many political parties agreed on this necessity and also called for putting emphasis on intersectionality.
House	(COD) - H3.1 A2	Francesca Comba (Political group - Renew)	141	Adopted in plenary	<p>From line 140 to 141:</p> <p>individual employee. It may be due to professional inadequacy, misconduct (simple, serious or gross), or physical unfitness<u>to the impossibility to fulfill the duties that the job requires.</u></p>	This amendment aims to avoid the problem that could be created by article 5a, hiring a person that is in a situation of job insecurity because of physical issues and then leave to the employer the possibility to fire them for a physical issue.
House	(COD) - H3.1 A6	Klara Jamnik (Political group - EPP)	180	Adopted in plenary	<p>From line 180 to 181:</p> <p>Actively look for a job <u>by applying for at least 5 job openings in the duration of 3 months and utilising job search resources such as career advisors or/and online resources,</u> or actively strive forward the set up or the development of a company<u>company, including creating a business plan, seeking funding and networking</u></p> <p>In line 183:</p> <p>Accept a reasonable offer of employment-, <u>defined by criteria such as job suitability, fair compensation, reasonable commuting distance</u></p>	The previous wording on the legislation was abstract therefore we saw the need to further specify the criteria for active job seekers.
Senate	(COD) - S3.1 A7	Ane Goyarzu (Committee - Social policy)	189	Adopted in plenary	<p>In line 189:</p> <p>refusal on 2<u>1</u> occasions to accept a reasonable job offer;</p>	
House	(COD) - H3.1 A7	Anda Puriņa (Political group - S&D)	200	Adopted in plenary	<p>In line 200:</p> <p>European workers may retire from work at the age of 62<u>64. Workers who have experienced large physical, emotional or mental stress due to their profession may retire from work at the age of 62 (this list could include the military, the police, miners, first aid workers, but this could be expanded in future legislations).</u></p> <p><u>1. In case a member state has already established a lower retirement age, they will maintain the previous agreement.</u></p>	To find the middle ground for every member state, that currently has a different retirement age, we settled for an average of 64. However to maintain some similarities with the previous proposal, we included a specific clause for the most demanding and taxing type of careers.

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Senate	(COD) - S3.1 A4	Teresa Tur de Zarandieta (Political group - EPP)	200	Adopted in plenary	<p>In line 200:</p> <p><u>European workers may retire from work at the age of 6265 excluding those who are under exceptional working contracts, as specified in internal law of each Member State, and those working in especially harsh conditions. The latter may have the right to a lower minimum retirement age.</u></p>	Life expectancy continues to grow and, in many cases, there is intellectual capital that we don't have to give up". For this reason, I opt to "seek flexibility in these measures". We must take into account the reality of this continent, of this Federation, and Europe, senators, is getting older by the minute, and unfortunately there is no evidence of a demographically prosperous future in the near future. That is why maintaining the system is key, maintaining the system that we are defending here and that we are trying to build. And while it may not be pleasing to the ears of this chamber, as senators and representatives of our countries, we have a duty, a duty to ensure that there is a STABLE future for the already shrinking future generations.
Senate	(COD) - S3.1 A6	Teresa Tur de Zarandieta (Political group - EPP)	208	Adopted in plenary	<p>From line 208 to 216:</p> <p>The Minimum Pension plan – funded with workers contributions collected from their monthly gross salaries. The amount, collected by Member-States and deposited to the Federal Pension Fund, is redistributed directly by the latter to retired workers;</p> <p><u>The Minimum Pension plan- funded with workers contributions collected from their monthly gross salaries. Retired workers may enjoy this revenue once they have worked for 40 years.</u></p> <p><u>The amount, collected by Member-States will be deposited in the Federal Pension Fund, and distributed to retired European workers.</u> <u>Workers will have the right to claim the pension under the conditions established by the Member States where the worker has contributed economically.</u></p> <p>The Complementary Pension plan[Space]- funded by Member-States national pensions systems through workers' biannual contributions. Retired workers may enjoy this revenue once they have worked 173 semesters, or 43 consecutive years;</p> <p>Optional Pension plans[Space]- optional plans paid by workers to public or private national insurers, in addition to the two previous pension plans.</p>	
House	(COD) - H3.1 A9	Alessia Ruta (Political group - The Left)	230	Adopted in plenary	<p>Insert from line 229 to 230:</p> <p>of the Member-States they are working in. Employees must make the necessary arrangements to meet the worker's demands.</p> <p><u>Article 7d.</u> <u>To safeguard and harmonize the pension rights of cross-border and expatriate workers, the following provisions shall be implemented:</u> <u>If the employee is working outside of the European Federation, the amount of pension the employer is obliged to pay is determined by the State the employer is registered in;</u></p> <p><u>If the employee is working in a different Member State of the European Federation, the amount of pension the employer is obligated to pay is determined by the State of the employee's residence.</u></p>	The addition of this sub-article is motivated by the necessity to try and harmonize the pension system by setting a general rule in favour of cross-border workers in order for their pension to be aligned with the costs and standards of living of their country of residence (where they will supposedly spend their retirement) rather than the country where they worked.

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Senate	(COD) - S3.1 A3	Melissa Jolly-Jansson (Political group - EPP)	252	Adopted in plenary	From line 252 to 254: The Federal Government shall take appropriate measures, including financial sanctions and bringing the case to court, against a national administration that does not comply with the present Directive. <u>The Federal Government shall incentivise national administration to comply with the present Directive through appropriate measures and in accordance with the Constitution.</u>	Article 9 suggests specific actions the Federal Government can take, including punitive measures, in case of non-compliance. However, this seems unnecessary, as the government will act within its competencies and appropriately. The court's intention to punish the country for non-compliance appears redundant and overly deterministic, given that the government is expected to address issues within its established framework.