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ENSEMBLE



The **CFTC** union Newsletter



COMPANY AGREEMENT: DECISIONS AND NEGOTIATIONS TO COME

On Dec. 31st, 2015, **after two years of intense negotiations**, the **CFTC** signed an **agreement for France Médias Monde's new social framework**. We negotiated right up to the last minute in order to **guarantee no employee is left behind**.

In this leaflet, we have listed the main changes put in place with this new agreement. Negotiations are still set to continue this year on **several key issues** for which we have yet to find a suitable deal. These include the **new job classification system, replacement bonuses** and a **time savings account** ("compte épargne-temps" or CET).

The budget for this deal is a tight one, and the **CFTC** only agreed to sign once Management put down writing that it would establish a progressive **plan to even out the major differences in earnings and work time present within FMM and its different media**. In addition, Management has also committed to **even out any inequalities in salary between male and female executives**.

FMM

THE MAIN POINTS OF THE DEAL

WORK TIME



- ▶ Employees will now be under contract to work **204 days**
- ▶ Employees will have **5 weeks of paid vacation, 22 RTT days and 11 bank holidays.**
- ▶ **Journalists working in shifts at France 24 can continue to put in freely and independently 14 days a year** (vacation and RTT days combined).
- ▶ If the employee wishes and management agrees, **employees can work above the 204 days a year**, with a **bonus on each extra day at 25%**, for up to 218 days.

Part time work:

- ▶ **Employees can choose to work less than the contractual 204 days.** Their salary will be prorated based on the specific number of days worked each year. Any days worked over the reduced working time will be **either recuperated or paid 10% extra.**

BANK HOLIDAYS



- ▶ **Journalists will recuperate an off day for every bank holiday worked, even if they work in shifts.**
- ▶ Those working on **May 1st** will be **paid double time and get a day off.**
- ▶ For **employees scheduled to work a bank holiday** during their cycle and **who do not want to work**, it will be possible to **take a day off that will not come out of their total of other days off** (vacation, RTT, recups, etc.)

- ▶ **“Floating” days.** When a bank holiday lands on an official **“weekend”** (repos hebdomadaire); the employee will get an **additional recup day.** Employees working in cycles will also get an **additional recup day.** That’s why the **CFTC** will be particularly vigilant about identifying these ‘weekly rest’ days in the different work cycles.

SUNDAYS



In exchange for working on a Sunday, journalists who usually work Monday through Friday can choose between :

- ▶ A fixed bonus of **30 euros.**
- ▶ An **additional recup** equal to **1/3 of the time worked.**

(This comes **on top of the day off** compensating the loss of a weekly rest day.)

NIGHT-SHIFT BONUSSES



▶ A new bonus of 20 euros will be given to employees finishing after 10pm.

▶ The bonus for employees finishing after midnight will increase from 20 to 30 euros.

Summary of night bonuses:

- ▶ Shift finishing **between 10pm and midnight**, or starting **after 5am and until 6am**: €20
- ▶ Shift finishing **after midnight and before 3am**, or starting **between 4am and until 5am**: €30
- ▶ Shift finishing **between 3 and 4am** or starting **between midnight and until 4am**: €40
- ▶ Shift starting **before or at midnight and finishing at 5am or after**: €50

Management has committed to re-examining the amount of these overnight bonuses during the annual salary negotiations (NAOs)

SENIORITY BONUSSES



▶ The referential base salary used to calculate **seniority bonuses** will be revised up for most journalists.

▶ The bonuses will go up **5%** every five years **with a 35 year limit** (as opposed to 20 years before). **i.e. Someone who has worked 10 years as a journalist will get a 10% bonus, 20% for 20 years, up to 35.**

VACATION/HOLIDAYS



▶ The rules for putting in vacation time at France 24, RFI and MCD will remain as they are.

▶ **At France 24**, employees will **keep the ability to put in at least 14 days individually.**

★ Extra vacation days known as "jours de fractionnement" will be given under the following conditions:

- ▶ If the employee takes **between 11 and 15 days off between May 1 and Oct. 31st**, he/she will be given one extra vacation day.
- ▶ If the employee takes **16 days off or more between May 1 and Oct. 31**, he/she will be given two extra vacation days.



WORKING-TIME REDUCTION FOR SHIFT WORKERS

The CFTC fought for France 24 employees working non-normal hours to get more relief thanks to the creation of new posts. **We have handed in a series of proposed jobs meant to reduce the amount worked on cycles on non-normal hours.** We have also asked for a fair division of the budget split between the Redaction and the DTSi (technical teams) in order to even out differences and ensure that all employees are treated fairly.

- The CFTC has obtained the following for journalists working in cycles:
 - ▶ **4 fewer days per year** for journalists working in **day/evening cycles.**
 - ▶ **10 fewer days per year** for journalists who work **at least 75% of the time on matinales.**
 - ▶ **Between 17 and 23 fewer days per year** for journalists working **100% on the matinales.**
 - ▶ **Up to 15 fewer days per year** for employees who work **at least 60% of their shifts overnight.**
 - ▶ Finally, **we were able to negotiate extra resources** for those services that have a greater amount of work.

NIGHT WORKER STATUS



- ▶ The CFTC has negotiated **the status of night workers be extended to all employees working 270 hours per year between 22H and 7h.**
- ▶ Night workers required to have **two doctor's appointments per year (visite médicale) outside of the their working hours** will now have an extra recup day to do so.

- ▶ The CFTC has also locked in the fact that **night workers must always have two consecutive days off for weekly rest.**

FREELANCERS



The CFTC has asked management to **systematically privilege long-standing freelancers for new posts** that will be opening up linked to the reduced working hours for permanent employees.

Management has not offered CDI posts for all freelancers, but it did reassure the CFTC of the following:

- ▶ New negotiations on the specific issue of freelancers will take place in the coming year.
- ▶ The possibility of increasing the freelancer salaries during the annual employee salary negotiations (NAOs).
- ▶ **More stability** and structure for freelancers via either **short-term contracts (CDDs)** or at least schedules set out over several weeks.

ROYALTIES



- ▶ The current royalties system at France 24 will now extend to all FMM journalists. They will get a monthly bonus equal to 2% of their monthly base salary.



CAREER EVOLUTION



- ▶ During the annual employee salary negotiations (NAO), full-time employees may be given raises of 3, 5 or 7% (up to 10% under specific circumstances).
- ▶ Those who have not had a raise in six years will automatically get a 2% raise.
- ▶ The year-end-review will now become mandatory for all employees to take stock of the past year, the work load, the jobs done, employees wishes for extra training, etc.

- ▶ In order to ensure a better evolution within the **new job classification system**, the CFTC has negotiated a "Career" section of the year-end review. This will allow employees to **discuss career plans and their career potential with management** and it will be taken into account during the NAO to determine if they qualify for a promotion within the new job classification system. A promotion is accompanied by a 7% raise.

SOCIAL BONUSES

- Family bonus ("Prime de parentalité"):

This bonus exists already at RFI and MCD and will be integrated into France 24.



▶ France 24 employees will be eligible for the Family Bonus (prime de parentalité) once the new company agreement is implemented. They will receive 30 euros per month and per child for the first two children and 65 euros as of the third child.



- Other social bonuses:

- ▶ Birth (or adoption) bonus: 800 euros.
- ▶ Marriage or PACS (French civil union) bonus: 800 euros.
- ▶ Childcare bonus: for the lowest salaries only.

SUBROGATION

- Each employee will be guaranteed his/her base net salary in the following cases:



- ▶ Leave for **illness** or **non-work related accidents**
- ▶ Leave for **maternity, adoption** or **paternity**

This clause will make sure an employee getting leave compensation from Social Security **will not lose any money in regard to his/her net base salary while on leave.**

MORE NEGOTIATIONS TO COME IN 2016

If the **CFTC** agreed to sign this deal, it's also because we have **Management's guarantee that negotiations will continue on the following issues** that have yet to find an agreement:

• Replacement bonuses

Management and the unions will begin specific negotiations on this point before June.

Until a new bonus scheme has been agreed, **the current replacement bonus scheme will remain in place.**

The goal is to implement a **company-level bonus scheme for all France Médias Monde employees.**

If we are unable to come to an agreement on a new replacement bonus scheme, **the current system will remain in place for France 24 journalists.**

• Job Classification

The **CFTC does not agree with the new job classification table** that has been proposed by Management as we feel **it is not an accurate reflection of the reality of the jobs done at FMM**, particularly concerning the PTA (administrative workers and technicians).

We particularly disagree with **the difference in recruitment salaries** that are on this new table. The **Seniority bonus is calculated using these salary levels**, and at their current levels, it is a clear loss for the PTAs.

• Time savings account or "Compte épargne-temps" (CET)

A **CET** is a sort of **savings scheme for days off** (recup or paid holidays) **that can be put towards early retirement, longer paid leave, etc.** Days off that have been deposited on the account can be **used at a later time or converted into money.**

Management is going to stop using the current CET that currently exists at RFI and MCD. This year we will be negotiating just how this system will be shut down.

Management has also accepted to **negotiate a new CET system for all of FMM, including France 24**, but with **more restrictions than in the current system.**



If you have questions about this new deal, feel free to contact us. The CFTC can help you better understand how the new company agreement will affect you, based on your own particular situation.

Contact us at cftc@francemm.com