

IMMIGRATION

In France, employers must comply with social rights and agreements as well as with company agreements.

➤ **A worker in a company in France must have a labour contract containing the following:**

+ **A salary** matching the qualification indicated in the contract, which may not be less than the SMIC (*the French minimum wage*) or a salary reached via an agreement.

+ **Allowances** for short travel, packed lunches, journeys and transport.

+ **Allowances** for long-distance travel for seconded employees.

All the above must be indicated on the pay slip that the company is required to give to the employee every month.

➤ **The following must also be indicated on the pay slip:**

Monthly work time (*151.67 hours, including holidays*);

Holiday pay entitlements (*2.5 days per month worked*);

The amounts of contributions paid to social bodies, such as social security, unemployment insurance (*ASSEDIC*), complementary retirement (*PRO BTP*), paid holiday fund, etc.

➤ **You also have enforceable rights in the following areas:**

➤ Work conditions

➤ Health, safety and hygiene

➤ Health services at work, for example, medical exam upon hiring or a medical visit prior to resuming work following sickness.

You should know that if you have an accident at work or during travel to or from work, you must demand that the accident be declared.

Such a declaration enables you to be covered if there are after-effects or relapses and allows you to receive care cost-free.

If you have CGT reps in your company, contact them to enforce these and other rights.

If you do not have CGT reps, contact the nearest CGT trade unions:

Union Locale (UL),

Union Départementale (UD),

Union Syndicale de la Construction, du Bois et de l'Ameublement (USCBA)

or local trade unions.

Throughout its history, the CGT has always defended employees and equal rights for all employees, be they French or immigrants.

The strength of a trade union is in the number of employees who join and organise.

By joining a trade union and obtaining information, you are better able to defend yourself effectively.

FIND OUT MORE, JOIN A TRADE UNION



FÉDÉRATION NATIONALE DES SALARIÉS
DE LA CONSTRUCTION, DU BOIS
ET DE L'AMEUBLEMENT - CGT
CASE 413 – 263 RUE DE PARIS – 93100 MONTREUIL
TEL :01.55.82.85.02 – FAX: 01.48.59.10.37



THE SAME RIGHTS FOR ALL

Building and public works sector

- Masons
- Drivers
- Plasterers
- Steel fixers
- Timberers
- Civil engineering labourers
- Plumbers
- Electricians
- Painters

Building material

- Cement
- Tiles
- Concrete industry
- Lime
- Sales platform
- Quarries labourers
- Plaster

Architects, Surveyors, Quantity surveyors,...

LABOUR LAW

➤ The Labour Code sets out the main social, legal and regulatory obligations of employers.

➤ A collective bargaining agreement is negotiated in the sector and acts as a complement to the Labour Code by setting its own sectoral rules, such as on paid holiday, travel and minimum wages.

➤ But too many employers do not uphold the most basic rights. Via CGT Construction we must achieve the same rights for all.

WORK TIME

► Since 1 January 2008, the law states that the legal work week consists of 35 hours, which amounts to 151.67 hours per month.

In certain companies work time is longer, which means either more holiday time, if an agreement has been reached, or overtime paid at a rate of 125% for the first 8 hours and at 150% thereafter.

Saturday work is entitled to a rest period paid at a rate of 50%, for example 4 hours of paid rest for 8 hours of Saturday work.

Sunday work is paid time and a half.

Night work is usually paid more and some company agreements provide for workers to be paid double time.

But this right to more pay has yet to be introduced in many companies.

SPECIAL BONUSES

► **Some examples:**

- Pneumatic drill operator
- Dirty work
- Work requiring a protective mask
- Work at height
- Sewer work

REPRESENTATIVE INSTITUTIONS

► Worker representatives starting at 11 employees.

A works council in companies with more than 50 employees.

A health and safety committee in companies with more than 50 employees.

SALARY

► **In the building sector**

Salary is calculated based on the qualification, via a hierarchical coefficient that is negotiated in the profession and is usually increased by the company.

Skilled workers are placed in the 185 coefficient, while foremen are in the 250 coefficient and above.

There are minimum salaries set for each grade, by means of negotiations in each region between employers and trade unions.

► **Public works**

There is an annual minimum wage, below which no full-time employee may be paid.

Salaries are annualized, i.e. they are calculated for the entire year, including holiday pay and the Christmas bonus, where applicable.

Skilled workers are placed in the 185 coefficient, while foremen are in the 250 coefficient and above.

TRAVEL

► **There are two types of travel:**

- Short travel, up to 50 km
- Long-distance travel, over 50 km

Under CGT arrangements, employees who are seconded abroad are entitled to the long-distance travel allowance, which is equal to the price of a pension.

TEMPORARY AND FIXED-TERM CONTRACTS

► The law calls for the conversion of abusive, precarious contracts into permanent ones.

For further details, contact your CGT reps or the Federation.

RETIREMENT

► Retirement will be possible at 62 years of age starting in 2017, but may be taken at 60 years under certain conditions.

The CGT is calling for the right to retire at 55 for employees performing arduous work.

SOCIAL PROTECTION

► The CGT demands that every employee be registered with French social security.

Agreements in the construction-public works sector specify that the employer must safeguard an employee's salary in the event of an accident or sickness via seniority arrangements (1 to 3 months).

The salary may be safeguarded in full or at a rate of 75%.

Moreover, a contract with a health mutual must be established to cover all medical costs because Social Security does not reimburse all expenses incurred.

In our sector, PRO BTP covers employee hospitalisation and sick leave beyond 90 days.

It also provides complementary retirement coverage.