

Wage talks 2016:

Management rolls back its wage hike promise



During the second meeting of the annual wage talks (NAO) held on Wednesday, September 28, management rolled back its promise of a general wage hike in 2016 it made one year ago.

As SUD has already announced, **the pay scale will remain frozen for at least a fifth consecutive year**. Management said it could not go ahead with the permanent 0.75% wage hike it had promised due to the (supposedly unforeseen) difficult financial situation. However, management tried to save face by announcing its considering using the **€230,000 it had budgeted for "one-shot" measures**.

A bonus for the few or for everyone?

The head of Human Resources suggested the sum be used in the same manner as last year: a few people promoted to a higher category and a greater number of bonuses (mostly one-shot), including for local staff.

All six unions (CGT, SNJ, FO, CFDT, SUD and CFE-CGC) **replied that while they are concerned about the conditions of local category staff** that the NAO talks are exclusively about staff on French contracts. We also unanimously called for **a general measure, instead of individual measures for a small number of staff**, as suggested by the head of Human Resources.

SUD countered with a request that the €230,000 (including taxes and benefits charges) included in the 2016 budget be used as follows:

- **Equal one-time bonuses for ALL staff with CDI contracts.**
- **That CDDs, stringers, and apprentices should also benefit on terms to be negotiated.**

That proposal would mean a one-time bonus of approximately €150 in gross terms for each CDI. AFP's new Director General Fabrice Lacroix displayed little enthusiasm for such a solution, likening it to spreading the powdered sugar too thin on a cake. If management thinks a bonus of approximately **€80 net** is too small, even ridiculous, then they could always increase the amount. And they could always renounce their share!

For stringers and apprentices, the proposal that we made in the first 2016 NAO meeting was a pro rata amount of the bonuses for CDIs and CDDs.

Management did not accept this proposal. **Instead, management proposed raising the pay scale for stringers** (frozen since 2009!). However, the Director General also noted that management can't promise the stringer budget won't be cut in 2017. The same for the guaranteed minimum for certain stringers.

The other proposals made by unions (such as improving the career plan and a general wage increase) can only be discussed as part of the negotiations of the new wage and benefit agreement, which management wants to be signed by February 9, 2017. "The closer we get to the signature date, the less margin there will be," warned Mr. Lacroix.

Finally, SUD said it supported a demand made by the SDJ "that the CEO (*Emmanuel Hoog*) lift the veil on his salary, fixed and variable, as well as that of the management team". Don't hold your breath for the response.

Management promised a response on the use of the €230.000 during the **next NAO meeting on October 19**.

Its time to speak out if you believe everyone should benefit from a bonus.

Join an active union for all. Join SUD!

