

Siege employees:

What is that €115 prime on my November pay slip?



Nearly all full-time employees on French contracts, as well as apprentices and some CDDs received a "prime exceptionnelle" of €115 gross, or around €90 net on their November pay slips. Some who have many variable elements of our pay may have not even noticed, but others have told us they were surprised about this bonus. Here is our explanation:

Primes aren't falling from the sky

DESIGNATION	NOMBRE OU BASE	Taux ou %	MONTANT A AJOUTER	MONTANT A DEDUIRE
SALAIRE DE BASE	15166			
PR. ANCIENNETE ENTR.		9000		
PR. ANCIENNETE PROF		11000		
PRIME SPECIALE JOURN			29252	
PRIME DE NUIT	1500			
ABS CONGES PAYES 2	600			
INDEMN. CONGES PAYES 2	600			
CONGES S. PRIME NUIT	551			
PRIME EXCEPTIONNELLE			11500	
IND. FORF. DIMANCHE JF	100	5640		564
*REMUNERATION BRUTE. (1)				

Certainly, €115 isn't enormous. And we would have liked for it to be paid **every month**, and not just a one-shot "exceptionnelle" bonus.

That having been said, a euro is a euro, which is why *SUD* (as two other trade unions) signed the NAO 2016 accord (Négociation annuelle obligatoire)¹, which triggered this payment.

Bonuses for some or bonuses for all?

We state without hesitation or embarrassment that *SUD* drove the discussions during the annual wage talks². As we have explained previously, AFP's management opened the annual talks with the admission it could not carry out a general wage hike as it promised publicly in 2015. On the other hand, it was ready to disburse **€230,000** that it had budgeted for wage hikes in 2016, and proposed using it for discretionary promotions and bonuses.

SUD was fiercely opposed to this proposal, which would have benefitted only a few. We called for the amount, meagre as it was, to be **distributed equally** in a measure of solidarity given the fact there has been no general wage increase since November 2012. Other trade unions supported this proposal and AFP's management finally accepted.

Apprentices, professionalization contracts and CDDs included

SUD called for, and obtained, that those among us in the most precarious situation also benefit, as long as they were employed as of November 1. For CDDs, management insisted that they have cumulated at least 3 months employment between January 1 and December 31 2016.

The NAO agreement also includes an increase of the French stringer wage scale of +0.75% from 1 January 2017. *SUD* had also called for this as stringers hadn't seen an increase in their wage rate since 2009.

Say OUI to progress and NON to decline

At the moment when management's project for the Grand Accord would impose a **brutal degradation in working conditions** at AFP, the annual wage talks showed that *SUD's* defense of the collective interest of employees is both realistic and effective.

- ***SUD* has always signed accords** that contain improvements, even if they are small. But one also needs to **know how to say no** when management's proposals run contrary to the fundamental values of solidarity, democracy and social progress.

This principle should guide trade union action and staff mobilization against management's disastrous projects.



¹ Mandatory Annual Talks (on wages). Text of the Accord: <http://u.afp.com/4wg4> (link intranet Aurore)

² See the three statements we published during the NAO talks on our internet site