

Negotiations overview :

Workplace agreements 2014-2018



As the staff elections approach (October 8-18) we present here a complete list of the workplace agreements concluded since the previous elections in 2014 and explain our actions in nearly all of the negotiations with management.

This overview demonstrates that *SUD* has taken **an approach that is both combative and constructive, coherent and transparent**. *SUD* knows how to say NO, but we are far from the caricature that we are a "union that says no to everything".¹

"Grand Accord" - A big step backwards

Unified workplace agreement of 10 March 2017	Signatories	Non-signatories
	CGT, SNJ and CFTD	FO, SUD , CFE-CGC

This majority agreement is a major reversal in terms of working conditions. *SUD* opposed it with determination, having participated actively in nearly all of the working meetings in order to make proposals and be able to inform staff.

- The Grand Accord chiseled away at staff benefits: reducing days off, increasing working hours, diminishing possibilities for promotion and pay increases.
- To sugar coat the pill special transitory measures were put into place for those already employed. But those hired after the signature of the accord are in an even worse position.

Not only, as management admits, did **ALL staff had their benefits chopped**, but the Grand Accord introduced a **two-speed AFP** where new hires have less benefits than their colleagues.

At the heart of the Grand Accord: the forfait jours for cadres and journalists, a mechanism to legalize and expand the use of non-paid overtime. Most journalists, even activists who are members of or sympathize with *SUD*, have signed up to the forfait jours as management has left them in practice no choice. But we have filed a lawsuit that argues the forfait jours is incompatible with work practices at AFP as most journalists don't have real autonomy in the organization of their work. The appeal should be heard at the end of this year or the beginning of 2019.

Text of the Grand Accord (interactive version):

http://www.sud-afp.org/IMG/pdf/accord_dentreprise_afp_0.pdf

- *SUD* regularly published statements on developments during the negotiations of the Grand Accord. Among those explaining our position: **"Grand Accord: a text which divides and resolves nothing"** - <http://www.sud-afp.org/spip.php?article461>

¹ See the overview on the accords 2011-2014 (in French): <http://www.sud-afp.org/spip.php?article281>

Amendment n°1 to workplace agreement of 10 March 2017, signed 31 October 2017	Signatories	Non-signatories
	CGT, SNJ, CFDT and CFE-CGC	FO and SUD

This agreement was a consequence of the introduction of the forfait jours for journalists and cadres: vacation is now accounted for over the calendar year. As *SUD* is opposed to the forfait jours, we didn't sign this agreement which was technical in nature.

Amendment n°2 to workplace agreement of 10 March 2017, signed on 6 July 2018	Signatories	Non-signatories
	CGT, SNJ, FO, CFDT, SUD and CFE-CGC	(-)

Government ordonnances fused the existing employee representative bodies – the Comité d'entreprise, Délégués du Personnel, Health and Safety Committee (CHSCT) – into one: the **Social and Economic Committee** (CSE).

Consequences at AFP:

- In one stroke of the pen the ordonnances invalidated dozens of hours of talks on workplace relations and a major chapter of the Grand Accord had to be renegotiated.
- While staff should have been able to vote in the autumn of 2017, the mandate of staff representatives was extended for one year to allow for the negotiations on the CSE.

SUD actively participated in this renegotiation which miraculously resulted in a globally satisfactory agreement. We obtained more representatives than required under law, a boost to employee representation.

In the October 2018 elections we will elect a **CSE composed of 24 members** (plus an equal number of alternates): **5 workers and employees, 5 administrative and technical cadres, 14 journalists.**

- *SUD* published a detailed explication of its position, as well as the text of the accord: <http://www.sud-afp.org/spip.php?article513>

Other inter-categorical accords

Wages

The only wage agreement during the term was signed in 2016, following the decisive intervention of *SUD*:

NAO 2016 signed 25 October 2016	Signatories	Non-signatories
	SNJ, CFDT and SUD	CGT, FO and CFE-CGC

Wage scales having been **frozen since November 2012**, *SUD* insisted on the need for a general wage hike, including for those on short-term contracts. The amount negotiated was certainly small, but it met our demands for **equality and solidarity**:

- **All statut siège CDI**s received with their November 2016 pay a **one-shot bonus of €115 gross** (roughly €90 net), except for the top 30 earners (including the 17 directors who are members of the Executive Committee).

- **CDDs, apprentices and youths with a professionalization contract** also received one-shot bonuses.
- **Stringer payments were raised by 0.75%** from January 2017. This was the first increase since 2009!

➤ *SUD's explainer:* http://www.sud-afp.org/IMG/pdf/20161020_na03der-en.pdf

Please note:

- Contrary to previous workplace agreements, the Grand Accord doesn't include any mechanism for general wage increases.
- Along with two other trade unions, *SUD* won a court ruling about general wage increases AFP staff should have received in 2013 and 2014 when AFP was still linked to the SPQN. The appeal should be heard towards the end of this year.

➤ *SUD statement about wages:* <http://www.sud-afp.org/spip.php?article502>

Generations Contract

Generations Contract extension, signed 17 March 2017	Signatories	Non-signatories
	CGT, SNJ, CFDT	FO, <i>SUD</i> and CFE-CGC

Management wanted to prolong the Generations Contract signed in 2014 by four trade unions, including *SUD*.

While the 2014 agreement had few hard provisions about hiring young journalists, it did create several interesting options for seniors, such as aided part time work ahead of retirement, which we welcomed at the time. Experience has shown this (little used) mechanism has hidden traps and we've adopted *a more critical position*.

Our position concerning the renewal of the agreement was also determined by the context. Just one week after the Grand Accord, *SUD* didn't want to associate with the trade unions which had signed up to a historic degradation of benefits and working conditions.

Workplace equality

Workplace equality Accord signed 5 February 2018	Signatories	Non-signatories
	CGT, SNJ, CFDT, <i>SUD</i> and CFE-CGC	FO

➤ *SUD* published the agreement and explained its position (Workplace equality: an unambitious agreement) here: <http://www.sud-afp.org/spip.php?article501>

An excerpt:

The ambitious title of the accord is in stark contrast to its disappointing content. It doesn't contain any cuts to benefits, unlike the Grand Accord of March 2017, the signature of which by the top two unions at AFP demoralized staff and destroyed the ability of trade unions to take joint action.

Nevertheless, like the recent measures to improve the visibility of women in AFP copy, the intentions of the new accord are good. They align with our engagements to fight against all forms of discrimination and sexual violence, to promote sexual equality and achieve social progress. That is why we signed, even if it wasn't with enthusiasm.

Category specific accords

Copyright royalties for journalists

Extension of the 2012 accord on copyright royalties, signed 5 February 2018	Signatories	Non-signatories
	CGT, SNJ, CFDT,	FO and SUD

The accord extends the agreement from November 2012 that awarded a group called Scam with the management of copyright royalties of AFP journalists.

➤ *SUD* explained in 2014 its reasons for not signing the accord as follows:

"The accord provides AFP's management security from **legal risks**, but doesn't provide significant gains: around €16 net per month in 2013 for a desk journalist.

The main criticisms of SUD:

1/ We are opposed to **external management** of copyright royalties by Scam, which is both costly and complicated.

2/ The accord is a step in the direction of **individualization of revenue**. *SUD* prefers collective solutions.

3/ It creates financial incentives to **develop activities that do not fall under the public interest mission** of AFP."

Information provided by Scam at the end of 2016 supports our position:

- "Our management fee when distributing royalties was 9.5% of the copyright royalties received under the contract signed with AFP."
- "They were 3% for the photocopying fees which you benefited from."

SUD would prefer that the copyright royalties and the **considerable management fees** paid to Scam were used instead to fund **general wage increases for all AFP employees**. This is possible if the task of collecting copyright royalties was handled in-house, such as by the pay service.

Technical and Administrative Staff

There were no accords applying specifically to workers, employees, technical and administrative cadres during the 2014-2018 mandate.

.....
**Help us overcome indifference and resignation
with combative and coherent trade unionism!**

Join *SUD*

.....
Paris, 30 August 2018

***SUD*-AFP (Solidarity - Unity - Democracy)**