

Workplace elections 8-18 October 2018

SOLIDARITY
UNITY
DEMOCRACY



Electoral platform - journalists

Français : <http://u.afp.com/SUD2018>

The past years have demonstrated clearly that when management isn't confronted by trade unions ready to act then it can calmly pick away at our benefits, close bureaus, disrupt desks and services through repeated restructurings, expand the use of local contracts... The projects of our new CEO (moving the HQ, cutting jobs, favoring images over text) are anything but reassuring.

While we can't change management, we can change our staff representatives!

The workplace elections couldn't come at a better moment: they will determine how staff will confront whatever steps management decides to take in the coming years. **With SUD, you will have representatives who are determined, coherent, and ready to stand up for your interests!**

Remaining true to our values, we will continue to resist the worsening of work conditions at the Agency. We will inform and consult you on major events at the Agency that affect staff. As always, we will offer support to staff who find themselves in difficult situations and we won't hesitate to go to court to ensure our rights are respected.

This is why we continue to contest the **collective bargaining agreement**, which the top two trade unions at AFP signed in 2017 without consulting staff.

The so-called "Grand Accord", instead of harmonizing the work conditions of everyone, **created a two-speed AFP:** staff hired after 10 March 2017 don't enjoy the same benefits as their colleagues hired before its signature. **While everyone lost out under the "Grand Accord", it is our younger colleagues who were really thrown under the bus.**

Main losses for journalists under the "Grand Accord":

- **The non-payment of overtime and long working hours** were made the norm with the **forfait jours**, a contract most journalists signed up for *to limit their loss of days off*. However, it remains in the interest of all that the courts confirm the legality of the contract so AFP won't be put at greater risk at a later date.
- If the **automatic career plan** was saved, differentials were trimmed and promotions based on carrying out management functions were eliminated. **Night** pay was limited to those remaining on hourly pay or meeting the legal criteria of a night worker.
- **The "Grand Accord" resulted in a loss of days off** for many journalists. The youngest, CDDs and those on work study programs lost up to 14 days! The accord also resulted in longer work time on desks.
- **On call:** in its 2014 electoral platform *SUD* called for staff to be paid for being on call. The "Grand Accord" includes a flat-rate fee, but this is insufficient as there is too great a use of having journalists being on call due to a lack of staff. As for "editorial monitoring" while being on call, that is really work and it should be paid or recupped.

The mentality of resignation exhibited by the trade unions which signed the accord was a demonstration of weakness, one that management won't fail to exploit as our new CEO implements his plan.

Key issues to creating a different AFP:

Work conditions: Decent work conditions and adequate means to do our jobs are the sine qua non to return to a situation where we are all motivated and to the long-term success of the Agency. Years of budgetary strangulation have gotten us less time off, understaffing, forced reorganizations, arbitrary and occasionally brutal management methods, and ill-conceived work applications that are poorly explained and gobble up time. All this has resulted in an atmosphere of resignation and demoralization that saps performance.

Employment: Contrary to the prevailing winds, *SUD* believes we need to **reduce working hours**, ending the reliance on unpaid overtime. *AFP needs to hire more to end chronic understaffing so the Agency can properly carry out its public interest mission.*

SUD calls for a clear path to permanent employment for CDDs. Young staff who are offered local positions abroad should have firm commitments of a permanent contract within a reasonable period.

Purchasing power: *SUD* calls for **general wage increases for staff and stringers**. This is long overdue as staff wage scales have been frozen since November 2012! With no objective measures of performance for journalists, *SUD* is against a greater reliance on performance pay and believes that *our career plan* is the only defense against arbitrary decisions and favoritism by management. *It has also been the best means of avoiding wage gaps between men and women.* In 2016, we obtained a slight improvement in pay rates for stringers, but this is far from sufficient. *SUD will continue to call for negotiations to provide better job security and wages for stringers.*

Careers: Too much arbitrariness remains. We want rules that apply to everyone and real possibilities for appeal. We need to end the transformation of expatriate posts into local contracts and define clear rules from passing from one status to the other and back.

We will continue to defend the fruits of social progress and resist efforts to take them away. Join us in resisting the mentality that financial interests are more important than human interests.

Give **SUD** more representatives to defend you!

You have two votes you can cast for **SUD** candidates:

1



Comité social et économique
Titulaires

Find this document,
with the names of our candidates
on Aurore, here:
<http://u.afp.com/SUD-J2>

2



Comité social et économique
Suppléants

Find this document,
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Please don't cross out names: that penalizes our score.