

FRANCE: STMicroelectronics (semiconductor manufacturing company)

Agreement on the temporary adaptation of organising production activities in the context of the COVID-19 outbreak

The agreement applies to the workers of the 5 industrial sites. It gives these sites the possibility to reduce their workforce by up to half over the period from 19 March to 2 April 2020, with a minimum of two employees per sector in order to guarantee the essential activities linked to the safety of installations and the quality of products and services, while reinforcing the appropriate health protection measures for employees already in place.

Over the period, management will draw up a provisional schedule for the composition of the teams, ensuring rotation among employees. In the event of additional absences not provided for in the provisional schedule, one or more employees may be called in to complete the team. In any event, the provisional schedule will be adapted daily to consider any changes in the situation.

The reduction in activity does not entail any loss of remuneration for the employees, who will be paid at the normal rate, as if they had worked full time according to their hourly rate. In other words, on normal working days, they had worked full time on their normal working hours. In other words, the days of rest that would be imposed in the downsizing period will be considered as actual working time.

In order to limit physical contact, employees visiting the sites will be able to travel with their personal vehicle. Thus, within the limit of the duration of this agreement, these trips will be paid for by the company in the form of mileage allowances.

The majority agreement was signed with CFDT and CFE-CGC. CGT refused to sign the agreement on the ground that the 50% target was too high. The union asked for the “temporary shutdown of the manufacturing units, with only a very limited workforce to ensure the safety of installations (Seveso), or even only to produce chips used for medical purposes. Everything else is not, at present, essential for the nation”. At several sites, the union has filed a procedure for serious and imminent danger and call on invites employees to use their right to withdraw.

The complete agreement is available.