

France: metal sector

On 3rd April, metal employers' organisation, UIMM, and three of the representative's trade union organisations (CFE-CGC, CFDT and FO) signed an agreement on aspects of work organisation in the context of the Covid-19 epidemic. This agreement which establishes rules related to the taking and modification of paid leave days to enable companies to prevent and limit the consequences of the covid-19 crisis is only applying in case no agreement has been concluded at company level. The agreement aims as well at preparing as well as possible for a restart of activity as soon as public health conditions allow it.

The signatory parties reaffirm the right of everyone to preserve their health and work in safety. The agreement states that it is the company's responsibility to organise work in irreproachable sanitary conditions. Similarly, it is the company's responsibility to take and apply the necessary measures to ensure the restart of its economic activity and the employment of its employees when the time comes.

While referring to the short-time work scheme as one of the key tools to deal with the current situation, the signatory parties encourage companies to seek, in view of their economic and financial possibilities and beyond the preservation of employment, compensation conditions for short-time work in order to mitigate its negative impact on workers.

The agreement stresses as well that this period can be used to maintain and develop employees' skills, in particular through training actions.

In addition to provisions for the taking and modification of paid holidays which enable companies to prevent and limit the consequences of the covid-19 crisis, the parties aware of the difficult period experienced by both companies and employees, workers can still some holidays during the coming summer period.

This agreement will terminate on 31 October 2020.

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