

France: PSA: Social Agreement to protect both employees and company

The agreement was signed on 7th April by 4 of the 5 representative trade union organisations in the company.

It aims at:

- defining, with the contribution and validation of medical services, a health protocol reinforced with 'social distancing measures' to offer the best level of protection for employees, implemented in industrial, commercial, services and industrial sites as well as engineering. The implementation of this protocol is a prerequisite for any assumption of business recovery.
- implementing a social solidarity mechanism among employees, making it possible to guarantee 100% remuneration of employees in short-time work, by mobilising all socio-professional categories with the company support;
- maintaining the company's ability to adjust to the developments in the automotive market, which are difficult to predict, by anticipating the possibility of adapting the programming of holidays in each establishment (each site manager can impose 6 days of leave and adapt the schedule for taking leave during next summer, while guaranteeing each employee at least 12 consecutive days of leave between 1 July and 31 August, to ensure that activity can be resumed in the best possible way).

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