

### **France: Thales Company agreement**

On 26<sup>th</sup> March, all representative trade union organisations at Thales have concluded an agreement on the implementation of company-level measures to deal with the COVID-19 outbreak.

It aims at protecting workers' health while ensuring that 'critical/strategic' activities can continue. The measures also concern the operational functioning of non-critical/non-strategic businesses.

The agreement states that the list of 'critical/strategic' activities will be updated on a regular basis and communicated to the workers' representatives at site level.

In line with the national recommendations, it encourages working from home as far as this is possible. It also identifies the activities for which short-time work can be applied and how this can be applied.

In addition, it identifies a list of measures to be put in place in order to limit the use of short-time work such as the limitation of site closure during the summer, the use of time saving account as well as time off...).

Finally, it outlines the protective and security measures for workers.

The agreement has a duration of 3 months and can be prolonged if necessary.

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