

France: New single national agreement signed in metallurgy

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While to date the metallurgy sector has been operating under 78 separate collective agreements, the social partners have now signed a new single national agreement. After an almost 6-year period of negotiations, a single agreement has been concluded and it will come into force in 2024. The agreement, which will apply to 1.5 million employees, should in particular enable the streamlining of job classifications and the introduction of minimum social protection.

The metallurgy sector will now transition from a corpus of 78 collective agreements at national level) to just a single text, which may subsequently be supplemented at local level.

The issue of job role classifications is central to the new unique collective agreement and constitutes 'the issue upon which a new social project for the sector can be built,' the text emphasises. Job role classifications are a key determinant in terms of pay, access to training and career development prospects.

A minimum wage will be defined each year for each of 18 job classes on an equal footing. An increase of 15% will apply for employees on a fixed hourly rate and 30% for employees on a fixed day rate.

The national collective agreement affirms the signatories' 'shared resolve' to establish, via social dialogue, a social protection floor that covers both health costs and insurance. Businesses already operating under company insurance contracts will only be able to retain them if they are at least as advantageous as the collective agreement. There are rights for:

- i) Temporary work incapacity with pay maintained for up to 180 days at 100% for managers /executives and 75% for non-managers/executives.
- ii) Disability with 75% of the reference wage
- iii) Death with 200% of the reference wage for managers/executives and 100% for non-managers/executives
- iv) A temporary education annuity of up to 8% of the reference wage will be granted to the children of the deceased employee.

These benefits are being financed by employee and employer contributions, with a minimum of 43% paid by employers for non-managerial workers.

An appendix to the collective agreement should facilitate the conclusion of regional agreements, particularly on remuneration, in order to ensure coherence and clarity of the various sector standards.

Edited by industriAll Europe