

Renault signs "solidarity and future contract"

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Renault has concluded an agreement that builds on a national, French agreement on long-term partial activity. The national agreement, called APLD, which was created by the government in 2020, can be used by companies in the event of a lasting decline in production.

Following Covid-19, recourse to partial activity was necessary in all production sites of Renault. In order to protect workers from loss of pay, a company agreement was concluded securing pay through a contributory and solidarity-based system. This agreement called "Solidarity and Future Contract" (CSA) is linked to the national scheme (APLD).

The Renault agreement ensures that all workers, including the most vulnerable ones, will benefit from a supplement ensuring that they maintain 100% pay. This includes workers on long-term leave who will have the same protection as provided for in the CSA. The company agreement has been renewed several times, also in 2022.

In addition to the ongoing health crisis, companies are faced with a historic shortage of semiconductors, causing a sharp reduction in activity. In new periods of partial activity, it is guaranteed, for all employees, to benefit from the same provisions as those applied in 2020. Collective guarantees, supplementary pensions and profit-sharing also continue to apply.

Edited by industriAll Europe