



WAGE

Your hourly rate cannot be inferior to the gross minimum wage (9.67 euros per hour).
Your working week is 35 hours, i.e. 151.67 hours per month.

So your gross minimum wage for a month should be 1466.62 euros, not counting bonuses (if any).
Any hour beyond the 35 hours limit should be paid extra: + 25% from 36 to 43 hours, + 50% from 44 to 48 hours, + 10 % if the law «EL Khomri» is applied.

The level of the net minimum wage can vary depending on the social security contributions paid by the company.

What the worker receives is the net wage, i.e. the gross wage minus the social security contributions (welfare insurance, unemployment benefit, pension scheme...).

Examples :

35 hours ≈ 1143,72 euros (net wage)
38 hours ≈ 1256 €
40 hours ≈ 1347 €
45 hours ≈ 1558 €

If in your field of activity there is a collective agreement with remuneration rules that are more favorable, your employer is forced to comply.

Many companies pay a salary for a “13th month”.
If you work for less than one year in a company providing such a scheme, the company is forced to pay you that “13 month” proportionally to the number of months spent working for them.



BEWARE !

The transport, food and lodging expenses linked to your trip from your homeland to France should not be taken off your pay.



WORKING TIME

The working week should never exceed 48 hours. There should never be more than 13 hours between the time you start work and the time you finish.



RESTING TIME

After 6 hours at work (whether they are interrupted or not), a 20 minute break is compulsory. Between two days of work, you are entitled to 11 hours of rest.

It is forbidden to work more than 6 days in a row and every week you should have at least 36 hours in a row to rest.



FAMILY

Absences for the birth, wedding or funeral of a relative are paid and considered as time spent at work.

Maternity leave: you are entitled to 6 weeks of leave before the presumed date of birth and to 10 weeks of leave after giving birth.

Paternity leave: 11 days.

Time off for birth / wedding / funeral: 1 to 4 days.



HOLIDAYS AND BANK HOLIDAYS

You are entitled to 2.5 days of paid leave per month. In France, there are 11 bank holidays (the 1st of May being the only paid statutory holiday).



BEWARE !

If you work on the 1st of May, your wage should be double the ordinary wage.
The other bank holidays can be working or non-working depending on each company (check the collective agreements).
For STX workers, all bank holidays follow the 1st of May pattern.



HEALTH / SOCIAL SECURITY

Every worker should be insured by a social security scheme.

To be protected in France as if you were insured in France, you should ask for the European Social Security (Health Insurance) Card – a card that comes free.

The card is provided by the social security scheme that your employer has contracted with.

When you are a posted worker, your employer is obliged to declare you and to pay your social contributions in the country where he is based.

He must be in possession of the A1 form which certifies that you are protected (regarding work accidents, health problems, pension, family allowance, etc.).





WORKPLACE SECURITY

For your personal protection, the employer is obliged to provide you with the following equipment : a helmet, a pair of security shoes, a pair of glasses and a pair of gloves.

Tools are also provided for by the employer.

A pregnant women worker has specific rights: you cannot be laid off unless you have made a very serious fault; you are temporarily entitled to a different, better adapted position; no work after 10 pm; no work under 0° Celsius; the rest room should enable you to lie down.



Accepting to work without such rules would be to abandon rights obtained by decades of struggles. It would mean accepting social competition between workers.

The CGT is a confederated and inter-professional trade-union, one that is independent from the bosses, the government and public authorities. The CGT has humanist and internationalist roots. It fights for a democratic society, liberated from capitalist exploitation and all other forms of oppression and domination. It fights against discriminations of all kinds, against racism, xenophobia and all forms of exclusion.

The CGT is convinced that all posted workers should enjoy the same rights as French workers. All workers, because they are employed at the same workplace, should be entitled to the same rights.

We are ready to fight for those demands, in support of and in collaboration with you.

The CGT claims that the STX management should create conditions guaranteeing equality between workers in terms of remuneration, hygiene, security and working conditions.

For those rights to be respected, the CGT demands the introduction of a clocking system: only precise clocking in and clocking out can guarantee the recording of every hour spent working, and therefore the paying of a fair remuneration.



TO CONTACT US



usm.cgt@orange.fr
You can write to explain what your situation is or simply to ask for information.

www.cgtnavalesaintnazaire.org
A web page to consult for all trade union news.



☎ 02 40 22 23 21

Get in touch!
Come and meet us!



**You are
A POSTED WORKER**



**Here are
YOUR RIGHTS
in FRANCE !**



(1 January 2016 update)