Immigration

In France, employers must comply with social rights and agreements as well as with company agreements.

A worker in a company in France:

must have **a labour contract** containing the following:

- A salary matching the qualification indicated in the contract, which may not be less than the SMIC *(the French minimum wage)* or a salary reached via an agreement.
- Allowances for short travel, packed lunches, journeys and transport.

All the above must be indicated on the pay slip that the company is required to give to the employee every month.

The following must also be indicated on the pay slip:

- Monthly work time *(151,67 hours, including holidays)* ;
- Holiday pay entitlements *(2,5 days per month worked)* ;
- The amounts of contributions paid to social bodies :

  Social Security,
  Unemployment Insurance (ASSEDIC),
  Complementary Retirement (PROBTP),
  Paid Holiday Fund , etc.

You also have enforceable rights in the following areas :

- Work conditions.
- Health, safety and security.
- Health services at work *(for example, medical exam upon hiring or a medical visit prior to resuming work following sickness)*.

You should know that if you have an accident at work or during travel to or from work, you must demand that the accident be declared. Such a declaration enables you to be covered if there are after-effects or relapses and allows you to receive care cost-free.

If you have CGT reps in your company, contact them to enforce these and other rights. If you do not have CGT reps, contact the nearest CGT trade unions:
Union Locale (UL), Union Départementale (UD), Union Syndicale de la Construction (USC) or local trade unions.

Throughout its history, the CGT has always defended employees and equal rights for all employees, be they French or immigrants.

The strength of a trade union is in the number of employees who join.

Joining a trade union and obtaining information enable you to defend yourself better and more effectively.

Find out more, join a trade union

Fédération Nationale des Salariés de la Construction du Bois et de l'Ameublement - CGT

Case 413 • 263, rue de Paris - 93100 Montreuil
Tél. : 01 48 18 81 60 • Fax : 01 48 59 10 37

FNSCBA - CGT

Fédération Nationale des Salariés de la Construction du Bois et de l'Ameublement - CGT

The same rights for all

Building and Public Works Sector

- Masons
- Drivers
- Plasterers
- Reinforcing steel erectors
- Timberers
- Road workers
- Plumbers
- Electricians
- Painters

Matériaux de Construction

- Cement
- Tiles
- Plaster
- Lime
- Sales platform
- Quarries
- Concrete industry

Architects, Surveyors, Quantity Surveyors, ...

Labour law

The Labour Code sets out the main social, legal and regulatory obligations of employers.
A collective bargaining agreement is negotiated in the sector and acts as a complement to the Labour Code by setting its own sectoral rules, such as on paid holiday, travel and minimum wages. But too many employers do not uphold the most basic rights. Via CGT Construction we must achieve the same rights for all.

Work time

Since 1 January 2008, the law states that the legal work week consists of 35 hours. In certain companies work time is longer, which means more holiday time, but overtime must be paid according to prevailing legislation.

Night work is usually paid more and some company agreements provide for workers to be paid double time. But this right to more pay has yet to be introduced in many companies.

Special bonuses

Some example:

- Pneumatic drill operator
- Dirty work
- Work at height
- Sewer work

Representative institutions

A workers' representatives for 11 employees.

A works council in companies with more than 50 employees.

A health and safety committee in companies with more than 50 employees.

Salary

In the building sector:

Salary is calculated based on the qualification, via a hierarchical coefficient that is negotiated in the profession and is usually increased by the company.

There are minimum salaries set for each grade, by means of negotiations in each region between employers and trade unions.

Public works:

In this case, salaries are annualized, i.e. they are calculated for the entire year, including holiday pay and the Christmas bonus, where applicable. The CGT has initiated action against this agreement.

There is an annual minimum wage, below which no full-time employee may be paid.

Travel

There are two types of travel:

- Short travel: up to 50 km
- Long-distance travel: over 50 km

Tempoprary and Permanent Contracts

The law calls for the conversion of low-security contracts into permanent ones.

For further details, contact your CGT reps or the Federation.

Retirement

Retirement is possible at 60 years of age, under certain conditions.

The CGT is calling for the right to retire at 55 for employees performing arduous work.

Social Protection

Every company employee must be registered with social security. In addition, a contract with a health mutual must be signed to cover all medical expenses, because social security does not refund the entirety of expenses incurred.

In our sector, PRO BTP covers employee hospitalisation and sick leave beyond 90 days. It also provides complementary retirement coverage.