



Syndicat national CFTC
de l'Ingénierie, du Conseil,
des Services et Technologies de
l'Information

Life in our company: Half measures and many restrictions. School start



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Dear Colleagues,

Just to communicate some information about "Life in our Company" to you,

✓ Your Available Time Account (CTD – Compte Temps Disponible)

At the beginning of 2017, some employee's RTT from your CTD 2016 were imposed on several employees, particularly in intermission.

To repair this damage, the CFTC has asked the Executive to re-credit those days. The CFTC has submitted a list of claims. **The DRH acknowledged that there was an inappropriate practice within our company, which is positive, and chose to re-credit their RTT account, but only up to 2 days at most.** We have had no further clear explanation for that latest decision, which appears to be just a half measure.

✓ Retroactivity of the wage increase to date of employment...

In annual negotiations, the CFTC, on behalf of our colleagues, propose that « *As a general rule, any wage increase granted will be retroactive to the employee's anniversary date of employment* ».

Your Executive is hiding himself behind an existing career committee process to state that « *Wage increases are never retroactive and are only granted after the career committee* ». This means that your wage increase is taking only place only two months after your annual evaluation interview (EEP).

In case of a late annual evaluation interview and / or a late career committee, the problem is emphasized, as **your wage increase due at your employment anniversary day is postponed consequently.**

Your Executive only took a half measure on the subject: « *if the employee did not have his EEP during his anniversary month, and whose situation could not therefore have been raised in the Career Committee, the following process is defined : ../.. Any resulting wage increase decisions will be retroactive to the anniversary month for the concerned employee; provided that the absence of EEP is not the result of the employee himself.*»

It would be more appropriate to apply a systematic retroactivity rule for the wage increase on the employment anniversary date, rather than implementing a process that may be disadvantageous for colleagues. **Ultimately, it was recognized that a global reflection should be carried out on this point**

half measures do not improve life in our Company
since they only half ...

POUVOIR S'OPPOSER
TOUJOURS
PROPOSER



✓ **Quality of Life or "double language" of the Executive**

The Executive pretends to take into account the quality of life in our company, but paradoxically, he imposes his « **mandatory satisfaction survey** » : last May, you could not fulfil your FAT 2017 if you did not respond to the survey. Moreover, **the survey was not at all anonymous, but therefore biased** (Cf. PV de CE du 20 juillet 2017).

Not to mention situations of usury about expected advance payment on your variable/objectives etc.... (Cf. the claims of the IDF Staff of July 2017).

Although, some situations are simple to solve, so that the HR group policy becomes more morally acceptable and respectful of employees' rights, the CFTC questions what the true intentions of certain "in-house" practices,

sometimes dubious.

✓ **Part-time work**

Employer and employee social contributions for part-time work appear to be erroneous, and to their disadvantage for their future retirement. Your CFTC members are currently studying this issue with a view to regularization.

✓ **School start 2017**

A management communication dated from July 11th, 2017 has been made, **imposing restrictions on your rights** as follows : (translated from french text)

« We take this message to inform all mothers and dads of children attending kindergarten and / or primary school, the possibility of staggering their arrival times until 10:00 am on the back to school day (fixed to 04/09/17) in order to organize yourself as best as possible.

You are nevertheless invited to inform your manager and your HR assistant. »

However, the commitment of your Executive in Feb. 2016, which is still valid, is as following : (translated from french text)

« In addition, for the beginning of the school year (kindergarten or primary), employee may benefit from a delay of his arrival and departure times, under the following conditions : gap from 30 to 60 minutes per day of the arrival time OR of the departure time, for a maximum of 3 days in the week of school start, without causing a dysfunction in the activity of the company. As such, each employee must inform his supervisor if he decides to use this possibility. »

Source: Disagreement and unilateral decisions Minutes on Professional Equality from Feb. 24th. 2016, Astek's documentary, states on page 17 (HelpDesk <https://helpdesk.groupeastek.com/front/document.send.php?docid=1608>)

The communication that was made to you does not respect this commitment, because a 60-minutes' lag bear the beginning of the fixed time slot at 10:30 am and not 10 am over 3 days, and not for the single day of 04/09. **The CFTC commits you to claim this possibility from your supervisor.**

✓ **Work on a public holiday**

In the absence of a company agreement, as is the case at Astek, work on a public holiday should not result in a payback time, but an overtime payment, as defined by the Syntec branch convention.

Beyond some practices arising from negligence, bad faith or arbitrariness, one should not violate **the moral values** in our company for the sole purpose of making "financial optimization", or even to sanction....



Vous avez l'impression que
votre travail n'est pas valorisé ?

**" VOUS NE COMPTÉZ PAS
POUR DES PRUNES ! "**

Votre travail doit être reconnu à sa juste valeur...



CFTC
vous défendre comme Personne

La CFTC : un goût différent.

DEFENDING YOUR RIGHTS IS EVERYONE'S ROLE !

My SICSTI-CFTC Membership

Name :

First name :

Address :

.....

Tel. :

Email :

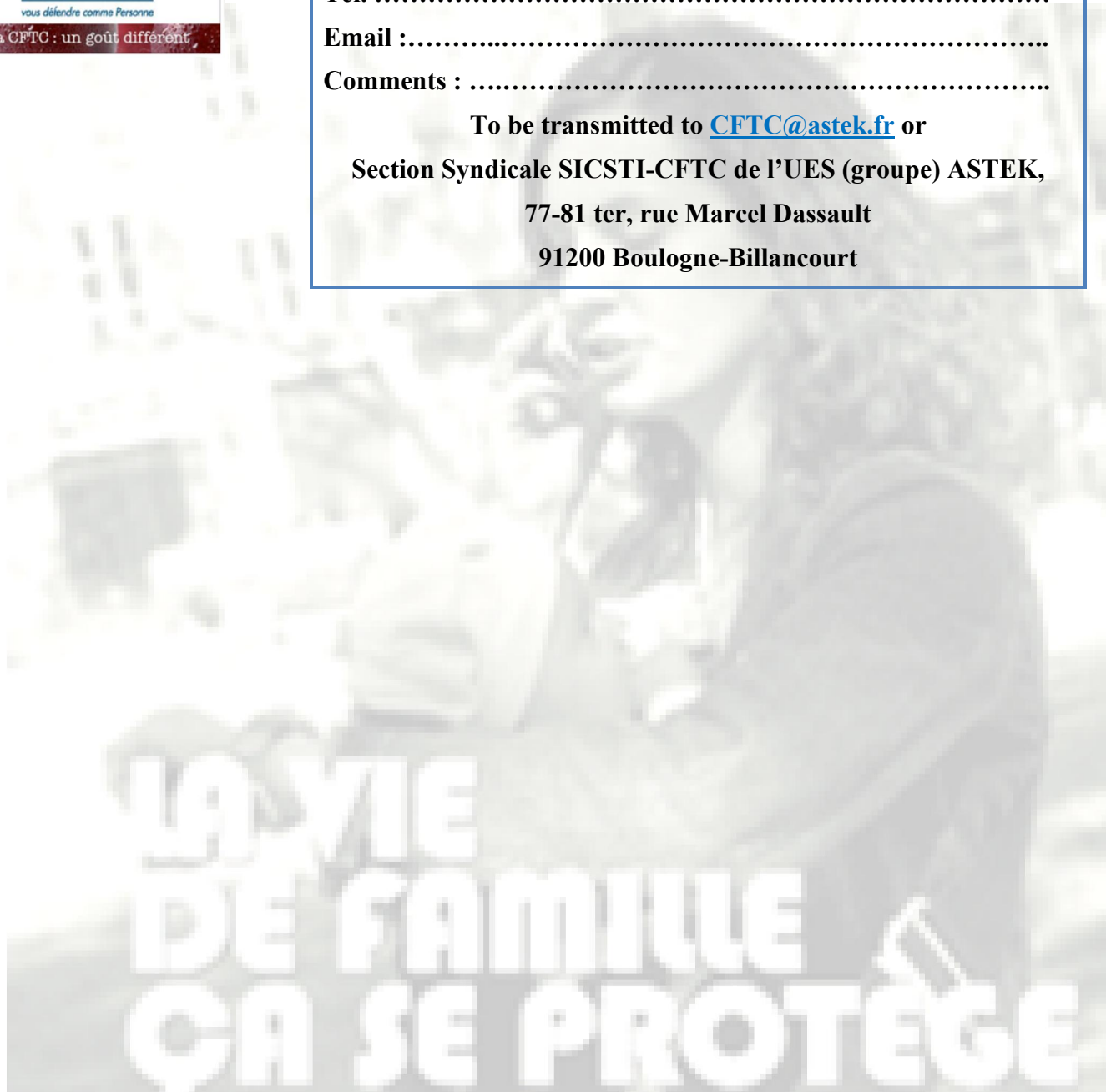
Comments :

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**POUVOIR S'OPPOSER
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PROPOSER**