

## **FRANCE**

### **Energy Sector – update from FNME-CGT**

Within our companies, trade unions have had to call on employers to take swift action at national level by setting up, as a matter of priority, an organisation that integrates the health and safety of employees by complying with the recommendations issued by the health authorities. The message has been passed on to all managers to ensure that "barrier" measures are respected and implemented, to use protective masks according to the specificities of the professions, and to rely on occupational medicine.

Each business line will have to take the necessary measures to ensure continuity of service, but within the framework of certain rules. Business travel is prohibited. All non-essential training courses are cancelled. In most tertiary sites, teleworking must be implemented as soon as possible and employees without equipment will be implemented according to available stocks. For those who cannot, they will have to stay at home and be at the disposal of the company.

At the level of the production and distribution plants, "Business Continuity Plans" have been set up with safety instructions, such as not having more than 100 people present at the same time in closed or open environments, by implementing reinforced and regular cleaning measures, and by preventing employees from crossing each other when giving instructions. Company restaurants on operating sites have been adapted and advised to provide take-out food.

#### **Health and safety measures**

At the national level, employers show a certain ambition, but not all work units comply with these instructions in light of the situations reported by some employees (no supply of disinfectant, no cleaning of vehicles and tools, barrier measures instructions not applied, etc.). The trade unions do their utmost to ensure that they are applied or respected. Warning rights for serious and imminent danger have been filed at the national level.

At the federal level, we have worked on notes to inform union representatives of the points of vigilance and the measures to be requested to protect employees.

#### **Demand to put block on restructuring**

A letter was also sent to the employers at sector level and to the Ministry of Ecological Transition asking them to stop completely the internal reorganizations of the groups and to announce, through the Ministry and the employers, the total stop of the transformations of the industrial energy groups. We also request that no decree or order, affecting the organisation of energy groups, working and living conditions and collective guarantees for employees and retirees in the energy industrial sectors, be promulgated. The urgency should be only to the collective fight against the coronavirus.

#### **Concern about emergency legislation**

We have also alerted all the comrades of the organizations on the extreme dangerousness of the law that is going to be adopted in Parliament and which leaves the door open to all excesses, mainly in terms of derogations.