

**Collective agreement of 12 July 2006 for employees, technicians and supervisors (ETAM) in the construction industry**

EMPLOYEES, TECHNICIANS AND SUPERVISORS (ETAM) IN CONSTRUCTION

|                             |   |
|-----------------------------|---|
| Targeted employees:         | Seconded employees whose work falls within the scope of the <a href="#">Convention collective nationale des employés, techniciens et agents de maîtrise (ETAM) du bâtiment du 12 juillet 2006 (Collective Agreement of 12 July 2006 on Employees, Technicians and Supervisors (ETAM) in Construction)</a> |
| Date of coming into effect: | <i>1 July 2007.<br/>Extension order of 5 June 2007, published in the Journal Officiel de la République française of 28 June 2007.</i>   |

**For a general overview of the statutory provisions applicable to the various subjects handled in this document, see here: <https://travail-emploi.gouv.fr/droit-du-travail/detachement-des-salaries/article/salaries-detaches-vos-droits>**

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| <b>PAY</b>  |  |
| minimum salary (classification/corresponding minimum salary): | <p><b>Classification</b></p> <p>Refer to <a href="#">Supplementary Agreement No. 1 of 26 September 2007 relating to job classification</a></p> <p><b>Minimum monthly salary</b> (Article 3.2.2):</p> <p>The employer must pay a monthly salary that respects the amount of the minimum wages set at the regional level. The scales are based on an average monthly schedule of 151.67 hours or an average of 35 hours per week over the year. The salary actually paid to the seconded employee must correspond to the hours worked during the month in question.</p> <p>The minimum monthly compensation varies according to the classification level, defined on the basis of classification criteria and the region in which the work is carried out.</p> <p>To determine the minimum monthly salary to be paid to the seconded employee in question:</p> <ol style="list-style-type: none"><li>1. Determine the classification level corresponding to the tasks of the seconded employee in question</li><li>2. Take into account where the seconded employees are carrying out their work.</li><li>3. Determine the applicable standard minimum wage based on classification level and place of work</li></ol> <p style="text-align: center;"><i><u>Annex of the minimum salaries</u></i></p> <p>The standard minimum salary corresponding to the classification of the ETAM who has signed an individual fixed-term workday agreement is increased by 15%.</p> |

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| <p>Extra pay related to working hours (see also working hours):</p> | <p><b>Additional payment for overtime work</b> (Article 4.1.2):<br/>There is no specific collective agreement, the rules of the French Labour Code (Code du travail) apply as follows:</p> <ul style="list-style-type: none"><li>- 25% for hours between the 36<sup>th</sup> and 43<sup>rd</sup> hour</li><li>- 50% from the 44<sup>th</sup> hour</li></ul> <p><b>Annual quota of overtime hours</b> (Article 4.1.2):<br/>The quota for overtime hours is set at:</p> <ul style="list-style-type: none"><li>- 180 hours</li><li>- 145 hours for companies that structure work time on an annual basis.</li></ul> <p><b>Additional payment for night work:</b></p> <ul style="list-style-type: none"><li>- <b>For regular night work</b> (article 4.2.10):</li></ul> <p>The hours worked between 9 p.m. and 6 a.m. must give rise to the payment of financial compensation determined by the company employing the seconded employees. The collective agreement does not set any minimal sum of extra pay.</p> <p>N.B.: those who are considered as night-shift workers, as defined in the agreement of 12 July 2006, are employees who:</p> <ul style="list-style-type: none"><li>- at least twice per week, as part of their standard hours, spend at least three hours of their real daily working time working between 9 p.m. and 6 a.m</li><li>- or, over an ordinary period of 12 consecutive months, spend at least 270 hours of real working time at this shift.</li></ul> <ul style="list-style-type: none"><li>- <b>In case of exceptional night work (between 8 p.m. and 6 a.m.)</b> (Article 3.2.3):</li></ul> <p>100% additional payment for hours worked between 8 p.m. and 6 a.m.</p> <p>For overtime at night: compulsory compensation by a rest period of the same duration.</p> <p>This additional payment cannot be combined with those for exceptional work on a Sunday (only that which corresponds to the highest rate is taken into consideration), nor with additional payments for overtime.</p> <ul style="list-style-type: none"><li>- <b>In case of night work that is neither regular nor exceptional</b> (Article 4.2.10):</li></ul> <p>The additional payment for hours worked is decided by the company employing the seconded employees. The collective agreement does not set any minimal sum of extra pay.</p> |

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|  | <p><b>Additional payment for working on Sundays</b> (Article 3.2.3):<br/>100% extra pay for hours worked exceptionally on a Sunday.<br/>This additional payment cannot be combined with those for exceptional work at night or on a public holiday (only that which corresponds to the highest rate is taken into consideration), nor with additional payments for overtime.</p> <p><b>Additional payment for working on public holidays</b> (Article 3.2.3):<br/>An additional payment for 100% of the hours worked, which cannot be combined with those for exceptional night or Sunday work (only that which corresponds to the highest rate is retained), nor with the additional payment for overtime.</p>  |
| Bonuses and allowances                 | <ul style="list-style-type: none"> <li>• <b>Holiday bonuses</b> (Article 5.1.2): <ul style="list-style-type: none"> <li>- Beneficiaries: Paid to the ETAMs after 6 months of working with one or more companies in the Building or Public Works sector.</li> <li>- Amount: 30% of the holiday allowance corresponding to 24 working days, i.e., calculated on the basis of 2 working days of holiday per month worked. The bonus is paid at the same time as the holiday pay.</li> </ul> </li> </ul> <p><b>Paid leave allowances</b> (Article 5.1)<br/>See the duration of travel section</p>  |
| Payment of wages<br>(forms of payment) |  |
| <b>WORK-RELATED EXPENSES:</b>          | <ul style="list-style-type: none"> <li>- <b>Occasional short trips in France, excluding DOM-TOM</b> (Article 7.1)<br/>ETAMs who make occasional short trips at the request and on behalf of the company are reimbursed for their travel, accommodation (possibility of lump sums) and entertainment expenses<sup>1</sup>.<br/><br/>Unlike workers working on a construction site, ETAMs do not receive short-distance travel allowances.</li> <li>- <b>Continuous travel</b> (Article 7.2)<br/>lump-sum allowance determined in advance for the duration of the trip</li> <li>- <b>Weekly rest-and-recuperation trips when traveling for more than one week</b> (Article 7.3)<br/>reimbursement of the cost of a weekly rest-and-recuperation trip to the declared place of residence</li> </ul> |

<sup>1</sup> For seconded employees, in cases where the entertainment expenses are for transportation, lodging or food

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| <b>DURATION OF WORKING TIME</b> |  |
| Duration of working time:       | <p><b>Maximum duration:</b></p> <ul style="list-style-type: none"><li>• <b>Daily</b> (Article 4.1.6): 10 hours.</li><br/><li>• <b>Weekly</b> (Article 4.1.6):<ul style="list-style-type: none"><li>- 48 hours in one week,</li><li>- 45 hours per week on average over any 12 consecutive weeks</li><li>- 44 hours per week on average over the calendar year (January to June or July to December).</li></ul></li></ul> <p><b>Breaks:</b> in the absence of collective agreement provisions, application of statutory provisions.<br/>Exceptional case: for night work, see the "night work" section below.</p> <p><b>Number of working days</b> in the week: in principle, <b>5 consecutive days maximum</b> when the work schedule is not annualised (Article 4.2.2), except in exceptional cases:</p> <ul style="list-style-type: none"><li>- unforeseeable circumstances, urgent work, safety (Article 4.2.2),</li><li>- successive or overlapping shifts (Articles 4.2.2 and 4.2.3),</li><li>- weekend substitute shifts (Articles 4.2.2 and 4.2.5).</li><li>- maintenance, service, upkeep or repair activities involving a particular organisation of work (Articles 4.2.2 and 4.2.6),</li><li>- work over 4 or 6 days (Articles 4.2.2 and 4.2.7).</li></ul> <p>For employees whose work schedule is annualised: in the absence of collective agreement provisions, statutory provisions shall apply.</p> <p><b>Rest:</b></p> <ul style="list-style-type: none"><li>• <b>daily:</b> <i>in the absence of collective agreement provisions, statutory provisions apply.</i><br/>Exceptional case (Article 4.2.9): 11 consecutive hours for employees with a fixed number of days.</li><br/><li>• <b>weekly/Sunday work</b> (Article 4.2.2): minimum of 48 hours when the work schedule is not annualised, corresponding to two consecutive days off, one of which is Sunday and the other Saturday, as a priority, or Monday, except in exceptional cases:<ul style="list-style-type: none"><li>- unforeseeable circumstances, urgent work, safety (Article 4.2.2),</li><li>- successive or overlapping shifts (Articles 4.2.2 and 4.2.3),</li><li>- weekend substitute shifts (Articles 4.2.2 and 4.2.5),</li><li>- maintenance, service, upkeep or repair activities involving a particular organisation of work (Articles 4.2.2 and 4.2.6),</li><li>- work over 4 or 6 days (Articles 4.2.2 and 4.2.7).</li></ul></li></ul> |

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For employees whose work schedule is annualised: in the absence of collective agreement provisions, statutory provisions shall apply.

Exceptional case (Article 4.2.9, 3°): for employees with a minimum 35-hour work week.

### **Overtime arrangements** (Article 4.1.2):

- **Calculation methods:** *in the absence of collective bargaining agreement provisions, statutory provisions apply.*
- **Annual overtime quota** (*Accord national du 6 novembre 1998 sur l'organisation, la réduction du temps de travail et sur l'emploi dans le Bâtiment et les Travaux Publics, Titre II* (National agreement concluded on 6 November 1998 regarding the organisation and reduction of working time and employment in the Building and Public Works sector, Title 3)):
  - 145 hours per calendar year for employees whose work time is annualised
  - 180 hours per calendar year for employees whose work time is not annualised
- **Compensatory rest** (Article 4.1.3): exceptional overtime hours worked in excess of the quota giving entitlement, in addition to payment, to compensatory rest of the same duration. This rest, which is fully compensated, must be taken within 2 months of its accrual. This rest may not be combined with other benefits having the same purpose.
- **Hours subject to permanent derogation** (Article 4.1.4): hours worked outside the fixed working hours, up to a maximum of one hour per day. Those hours are treated as overtime, but without counting against the annual overtime quota:
  - for supervisory staff for the preparation of works carried out by the firm
  - drivers.

### **Annual number of days** (Article 4.2.9):

- Eligible employees: ETAMs from grade F upwards, whose working hours cannot be anticipated in advance and who have genuine autonomy in the organisation of their work schedule, in order to carry out the responsibilities entrusted to them.
- Formal requirements: prior interview during which the employee will be informed of the organisation of the future workload, as well as of the elements of remuneration taken into account, conclusion of a written individual plan agreement, monitoring the workload by the hierarchy with a personal record, holding an annual interview.
- Maximum number of work days: 218 days.
- Minimum rest periods: 11 consecutive hours of daily rest; 35 consecutive hours of weekly rest. The work load and the scope of daily work should remain manageable.

**Possibility of setting up a modification of working time by application of a branch agreement:**

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|                        | <ul style="list-style-type: none"> <li>● <i>Companies with more than 10 employees: Accord national du 6 novembre 1998 sur l'organisation, la réduction du temps de travail et sur l'emploi dans le Bâtiment et les Travaux Publics (National agreement concluded on 6 November 1998 regarding the organisation and reduction of working time and employment in the Building and Public Works sector).</i></li> <li>● <i>Companies with up to 10 employees: Accord national du 9 septembre 1998 relatif à l'aménagement du temps de travail (National agreement concluded on 9 September 1998 regarding working time).</i></li> </ul>   |
| Night work regular:    | <p><b>These elements concern employees who <u>regularly</u> work at night:</b> those performing duties at least twice a week, in their usual schedule, at least 3 hours of actual daily work between 9 p.m. and 6 a.m. or performing, during any period of 12 consecutive months, at least 270 hours of actual work between 9 p.m. and 6 a.m.</p> <p><b>Maximum daily duration</b> (Article 4.2.10, 3°): 8 hours, excluding the activities referred to in Article R. 3122-7 of the French Labour Code (LC, Code du travail): until 12 noon.</p> <p><b>Maximum weekly duration</b> (Article 4.2.10, 3°): 40 hours over any period of 12 consecutive weeks, which may be increased to 44 hours over a period of 12 consecutive weeks, when the organisation of work is constrained by the specifics of the sites, the response requirements, in the activities mentioned in Article R. 3122-7 LC, in particular where such is justified by maintenance operations or services.</p> <p><b>Compensatory rest</b> (without reduction in pay) (Article 4.2.10, 4°):</p> <ul style="list-style-type: none"> <li>- 1 day for a work period including between 270 hours and 349 hours on a 9 p.m. - 6 a.m. shift, during the reference period of 12 consecutive months</li> <li>- 2 days for a work period of at least 350 hours on a 9 p.m. - 6 a.m. shift, during the reference period of 12 consecutive months</li> </ul> <p>These rest periods may not be taken in conjunction (article 4.2.10, 4°) with those rest periods granted for shift work in successive or overlapping shifts (article 4.2.3) and for weekend substitute shifts (Article 4.2.5).</p> <p><b>Other benefits</b> (Article 4.2.10, 5° and 6°):</p> <ul style="list-style-type: none"> <li>- financial remuneration determined by the company (see the section on remuneration);</li> <li>- transportation, if necessary, to come to work and/or to return home;</li> <li>- food allowance;</li> <li>- 30-minute break (unpaid) for a night shift of at least 6 hours.</li> </ul> |
| Night work exceptional | See the section on compensation.   |

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| Night work that is neither regular nor exceptional:                      | See the section on compensation.  |       |                   |  |        |                   |        |                           |       |                              |        |                    |  |
|--|---|-------|-------------------|--|--------|-------------------|--------|---------------------------|-------|------------------------------|--------|--------------------|--|
| Holidays:  | <p><b>Annual paid leave:</b></p> <p>The reference period for the acquisition of paid leave rights is set from 1 April to 31 March; the period for taking leave is set from 1 May to 30 April.</p> <ul style="list-style-type: none"> <li>• <b>Total duration of leave</b> (article 5.1): 2.5 working days per month worked or equivalent periods under Article L. 3141-4 LC, up to a maximum of 30 working days, excluding additional days of leave granted according to extra days off.</li> <li>• <b>Paid leave based on length of service</b> (article 5.1.1):             <ul style="list-style-type: none"> <li>- 2 working days for ETAMs who, at the end of the reference period (31 March), have worked for more than 5 and fewer than 10 years in the company or have worked more than 10 but fewer than 20 years in one or several companies of the Building or Public Works sector.</li> <li>- 3 working days for ETAMs who, at the end of the reference period (31 March), have worked for more than 10 years in the company or more than 20 years in one or more companies covered by a paid leave fund in the Building or Public Works sector.</li> </ul> </li> <li>• <b>Holiday bonus:</b> see above under "Pay" &gt; "Benefits and perquisites".</li> </ul> <p>Foreign companies must be members of a paid leave scheme for the building industry, see below under the heading "Provisions specific to the business sector".</p> <p><b>Family leave:</b> (Article 5.2 or legal provisions if more favourable):</p> <table border="1" data-bbox="502 1288 1455 2004"> <thead> <tr> <th data-bbox="502 1288 1005 1328">Event</th> <th data-bbox="1005 1288 1455 1328">Length of absence</th> </tr> </thead> <tbody> <tr> <td data-bbox="502 1328 1005 1406">Marriage or civil partnership (in France - civil solidarity pact (PACS))</td> <td data-bbox="1005 1328 1455 1406">4 days</td> </tr> <tr> <td data-bbox="502 1406 1005 1447">Birth or adoption</td> <td data-bbox="1005 1406 1455 1447">3 days</td> </tr> <tr> <td data-bbox="502 1447 1005 1487">Son or daughter's wedding</td> <td data-bbox="1005 1447 1455 1487">1 day</td> </tr> <tr> <td data-bbox="502 1487 1005 1541">Funeral of spouse or partner</td> <td data-bbox="1005 1487 1455 1541">3 days</td> </tr> <tr> <td data-bbox="502 1541 1005 2004">Funeral of a child</td> <td data-bbox="1005 1541 1455 2004">5 days or 7 working days when the deceased child is under 25 years of age, or regardless of age if the child was a parent, or in the event of the death of a person under 25 years of age who was the actual and permanent dependant of the employee.<br/>+ 8 days in the event of the death of a child under 25 years of age or of a person under 25 years of age who was the actual and</td> </tr> </tbody> </table> | Event | Length of absence | Marriage or civil partnership (in France - civil solidarity pact (PACS)) | 4 days | Birth or adoption | 3 days | Son or daughter's wedding | 1 day | Funeral of spouse or partner | 3 days | Funeral of a child | 5 days or 7 working days when the deceased child is under 25 years of age, or regardless of age if the child was a parent, or in the event of the death of a person under 25 years of age who was the actual and permanent dependant of the employee.<br>+ 8 days in the event of the death of a child under 25 years of age or of a person under 25 years of age who was the actual and |
| Event  | Length of absence   |       |                   |  |        |                   |        |                           |       |                              |        |                    |  |
| Marriage or civil partnership (in France - civil solidarity pact (PACS)) | 4 days  |       |                   |  |        |                   |        |                           |       |                              |        |                    |  |
| Birth or adoption  | 3 days  |       |                   |  |        |                   |        |                           |       |                              |        |                    |  |
| Son or daughter's wedding  | 1 day   |       |                   |  |        |                   |        |                           |       |                              |        |                    |  |
| Funeral of spouse or partner   | 3 days  |       |                   |  |        |                   |        |                           |       |                              |        |                    |  |
| Funeral of a child   | 5 days or 7 working days when the deceased child is under 25 years of age, or regardless of age if the child was a parent, or in the event of the death of a person under 25 years of age who was the actual and permanent dependant of the employee.<br>+ 8 days in the event of the death of a child under 25 years of age or of a person under 25 years of age who was the actual and  |       |                   |  |        |                   |        |                           |       |                              |        |                    |  |

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|   | <table border="1"> <tr> <td></td> <td>permanent dependant of the employee.</td> </tr> <tr> <td>Funeral of a parent</td> <td>3 days</td> </tr> <tr> <td>Funeral of a grandparent, stepbrother, stepsister, grandchild</td> <td>1 day</td> </tr> <tr> <td>Funeral of stepfather or stepmother, brother or sister</td> <td>3 days</td> </tr> <tr> <td>Diagnosis of a disability in a child</td> <td>2 days</td> </tr> </table>   |                   | permanent dependant of the employee. | Funeral of a parent | 3 days | Funeral of a grandparent, stepbrother, stepsister, grandchild | 1 day     | Funeral of stepfather or stepmother, brother or sister | 3 days        | Diagnosis of a disability in a child | 2 days                 |                 |                |                 |                    |                        |                 |                 |                 |  |                        |                 |                   |                   |  |
|---|---|-------------------|--------------------------------------|---------------------|--------|---|-----------|--|---------------|--------------------------------------|------------------------|-----------------|----------------|-----------------|--------------------|------------------------|-----------------|-----------------|-----------------|--|------------------------|-----------------|-------------------|-------------------|--|
|   | permanent dependant of the employee.  |                   |                                      |                     |        |   |           |  |               |                                      |                        |                 |                |                 |                    |                        |                 |                 |                 |  |                        |                 |                   |                   |  |
| Funeral of a parent   | 3 days  |                   |                                      |                     |        |   |           |  |               |                                      |                        |                 |                |                 |                    |                        |                 |                 |                 |  |                        |                 |                   |                   |  |
| Funeral of a grandparent, stepbrother, stepsister, grandchild | 1 day   |                   |                                      |                     |        |   |           |  |               |                                      |                        |                 |                |                 |                    |                        |                 |                 |                 |  |                        |                 |                   |                   |  |
| Funeral of stepfather or stepmother, brother or sister        | 3 days  |                   |                                      |                     |        |   |           |  |               |                                      |                        |                 |                |                 |                    |                        |                 |                 |                 |  |                        |                 |                   |                   |  |
| Diagnosis of a disability in a child                          | 2 days  |                   |                                      |                     |        |   |           |  |               |                                      |                        |                 |                |                 |                    |                        |                 |                 |                 |  |                        |                 |                   |                   |  |
| Public holidays:  | <p><b>Not working on public holidays</b> (Article 5.3): maintenance of remuneration due to not working on a public holiday without condition of seniority.</p> <p><b>Working on public holidays</b> (article 3.2.3): 100% increase.</p>   |                   |                                      |                     |        |   |           |  |               |                                      |                        |                 |                |                 |                    |                        |                 |                 |                 |  |                        |                 |                   |                   |  |
| Young workers (between 16 and 18 years old):                  | <p><i>In the absence of collective agreement provisions, statutory provisions apply.</i></p> <p><b>Maximum work periods:</b> Articles L. 3162-1 and R. 3162-1 LC.</p>   |                   |                                      |                     |        |   |           |  |               |                                      |                        |                 |                |                 |                    |                        |                 |                 |                 |  |                        |                 |                   |                   |  |
| <b>APPRENTICESHIP</b>   | <p><b>Pay higher than statutory pay</b> (agreement of 8 February 2005, extended by the order of 17 August 2005 <a href="#">and order of 28 December 2018 for the age bracket 26 years and above</a>).</p> <table border="1"> <thead> <tr> <th rowspan="2">Année de contrat</th> <th colspan="4">Âge de l'apprenti</th> </tr> <tr> <th>16/17 ans</th> <th>18/20 ans</th> <th>21/25 ans (*)</th> <th>26 ans et + (*)</th> </tr> </thead> <tbody> <tr> <td>1<sup>ère</sup> année</td> <td>608,49 € (40 %)</td> <td>760,61 € (50%)</td> <td>836,67 € (55 %)</td> <td>1 521,22 € (100 %)</td> </tr> <tr> <td>2<sup>ème</sup> année</td> <td>760,61 € (50 %)</td> <td>912,73 € (60 %)</td> <td>988,79 € (65 %)</td> <td></td> </tr> <tr> <td>3<sup>ème</sup> année</td> <td>912,73 € (60 %)</td> <td>1 064,85 € (70 %)</td> <td>1 216,98 € (80 %)</td> <td></td> </tr> </tbody> </table> <p>(*): % of guaranteed minimum growth wage (SMIC) or the standard minimum related to the job, if that is more favourable. The sums given in the table correspond to remuneration in % of SMIC</p>                                 | Année de contrat  | Âge de l'apprenti                    |                     |        |   | 16/17 ans | 18/20 ans  | 21/25 ans (*) | 26 ans et + (*)                      | 1 <sup>ère</sup> année | 608,49 € (40 %) | 760,61 € (50%) | 836,67 € (55 %) | 1 521,22 € (100 %) | 2 <sup>ème</sup> année | 760,61 € (50 %) | 912,73 € (60 %) | 988,79 € (65 %) |  | 3 <sup>ème</sup> année | 912,73 € (60 %) | 1 064,85 € (70 %) | 1 216,98 € (80 %) |  |
| Année de contrat  | Âge de l'apprenti   |                   |                                      |                     |        |   |           |  |               |                                      |                        |                 |                |                 |                    |                        |                 |                 |                 |  |                        |                 |                   |                   |  |
|   | 16/17 ans   | 18/20 ans         | 21/25 ans (*)                        | 26 ans et + (*)     |        |   |           |  |               |                                      |                        |                 |                |                 |                    |                        |                 |                 |                 |  |                        |                 |                   |                   |  |
| 1 <sup>ère</sup> année  | 608,49 € (40 %)   | 760,61 € (50%)    | 836,67 € (55 %)                      | 1 521,22 € (100 %)  |        |   |           |  |               |                                      |                        |                 |                |                 |                    |                        |                 |                 |                 |  |                        |                 |                   |                   |  |
| 2 <sup>ème</sup> année  | 760,61 € (50 %)   | 912,73 € (60 %)   | 988,79 € (65 %)                      |                     |        |   |           |  |               |                                      |                        |                 |                |                 |                    |                        |                 |                 |                 |  |                        |                 |                   |                   |  |
| 3 <sup>ème</sup> année  | 912,73 € (60 %)   | 1 064,85 € (70 %) | 1 216,98 € (80 %)                    |                     |        |   |           |  |               |                                      |                        |                 |                |                 |                    |                        |                 |                 |                 |  |                        |                 |                   |                   |  |
| <b>MATERNITY PROTECTION:</b>                                  | <ul style="list-style-type: none"> <li>• <b>No reduction in the accrual of paid leave</b> (Article 5.1.4) in case of actual performance (or equivalent period: 4 weeks or 24 working days equivalent to one month's actual work) of the employment contract for at least 120 days, working or not, continuous or not, during the reference period running from 1 April to 31 March.</li> <li>• For employees affiliated with the French social security system and who have worked at least 1 year in the company of origin (Article 6. 7), periods of absence from work due to maternity, including those due to a medically certified pathological condition and compensated in this respect by social security under maternity insurance, will be compensated at 100% of the monthly salaries of the parties in question – after deduction of the allowances received under social security or any other insurance scheme involving a contribution paid, at least in part, by the company – under the conditions set out in Article 6.4, for a maximum period of 16 weeks (before or after childbirth).</li> </ul> |                   |                                      |                     |        |   |           |  |               |                                      |                        |                 |                |                 |                    |                        |                 |                 |                 |  |                        |                 |                   |                   |  |



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|---|---|
| <p><b>PROVISIONS SPECIFIC TO THE INDUSTRY OF ACTIVITY</b></p> |   |
| <p>(depending on the specific features)</p>                   | <p><b><u>Illegal work: mandatory BTP industry card for all employees working on a site:</u></b></p> <p>Prior to the secondment and in addition to the other formalities prescribed by law (notably the secondment declaration), the employer or the user company located in France shall inform the employee of the transmission of their personal data to the Union des Caisses de France and then apply for a BTP (building and public works industry) identity card for each seconded employee on the <a href="http://cartebtp.fr">cartebtp.fr website</a>.</p> <p><b><u>Mandatory membership of paid leave funds and of inclement weather funds:</u></b></p> <p><b>Paid leave arrangements</b></p> <ul style="list-style-type: none"> <li>● Foreign companies that are not from from the European Economic Area (EEA): membership of a paid leave fund is mandatory.</li> <li>● EEA companies (LC Art. D. 3141-26 and 3141-27): membership is not mandatory if the company is in one of the following two situations: <ul style="list-style-type: none"> <li>- in the event of an <b>agreement between the Union des Caisses de France and the equivalent fund(s) in the country of origin</b> (Germany, Austria, Italy).</li> <li>- if the company can <b>prove that the employees' paid leave entitlements are equivalent</b> for the entire period of the secondment.</li> </ul> </li> </ul> <p>When the company concerned is a member of an institution equivalent to the Caisses de congés payés, it must prove that it has fulfilled its obligations to that institution for the duration of the secondment.</p> <p><b>Inclement weather arrangements</b> (LC Art L. 1262-4,7°, L. 5424-6 et seq, D. 5424-7)</p> <p>In principle, being liable to a Caisses de congés is mandatory for companies whose activities in France fall within the scope of the scheme and in compliance with the same rules as companies established in France.</p> |
| <p><b><u>For more information:</u></b></p>                    |   |
| <p>Point of contact with employer organisations</p>           | <p><a href="mailto:SocialEurope@national.ffbatiment.fr">SocialEurope@national.ffbatiment.fr</a><br/> <a href="mailto:j.andony@capeb.fr">j.andony@capeb.fr</a><br/> <a href="mailto:e.cliche-dissin@capeb.fr">e.cliche-dissin@capeb.fr</a></p>   |
| <p>Point of contact with trade union organisations</p>        | <ul style="list-style-type: none"> <li>• CFDT construction et bois (French Democratic Labour Confederation for Construction and Timber): <a href="https://www.cfdt-construction-bois.fr/contact.html">https://www.cfdt-construction-bois.fr/contact.html</a></li> </ul>   |

**Collective agreement of 12 July 2006 for employees, technicians and supervisors (ETAM) in the construction industry**

- Fédération nationale des salariés de la construction, bois et ameublement (CGT, French National Federation for Construction, Timber and Furniture): <http://construction.cgt.fr/contact/>
- Force Ouvrière construction (Construction Trade Union): <http://www.foconstruction.com>
- CFE-CGC BTP Confédération Française de l'Encadrement-Confédération Générale des Cadres Bâtiment et travaux public) ('French Confederation of Management General Confederation of Executives Building and Public Works Industry'): <http://www.cfecgcbtp.com/fr/sections-sentations/vos-contats-en-region.html>
- CFTC BATI-MAT-TP (Confédération Française Démocratique du Travail Maîtres ouvriers, techniciens, agents de maîtrise Travaux Publics): <http://www.batimattp-cftc.fr/contact.html>