

PARTIAL UNEMPLOYEMENT: A GIFT FOR ASTEK...

Astek rushed in and took advantage of the partial unemployment measure proposed by the government. The management acted quickly to send the letters to the employees as soon as their missions were ended on last March. Fabulous way to make French government to pay for the intermissions, including the 10% that is usual in our industry.

However, they were less efficient in updating the payments in the payroll. *Solidaires Informatique* team noticed since last April some errors in the payroll of the colleagues that were in partial unemployment status. Those errors were immediately reported to the management who started to deny and take time for several months. 5 months later and only after that *Solidaires Informatique* convinced the CSE to audit this matter, the management started to admit some of those errors. The first regularisations will normally take place in December. Not everything will be fixed but this first step will bring already 160 000 €. Not so bad! The end is still far away, because there are many different errors: extra hours, day off, etc...

Your *Solidaires Informatique* elected representatives will tackle till the end to ensure everything will be solved for all current and past Astek employees. If you are in contact with some of those who left Astek after being in partial unemployment, please inform them and ask to contact us.

LABOUR DOCTOR/ A TROUBLESOME FOR ASTEK

In July 2020, Astek sent a letter to the occupational health service of Biot (South Est of France). Some witnesses would accuse the Labour Doctor in charge of the local Astek establishment of inappropriate behaviour against some Astek managers. This doctor dared to question those managers' responsibility in the distress of their teams. According to Astek management this is unacceptable, and this doctor must be replaced.

We couldn't verify any evidence, nor talk with people that complained to their hierarchy. Usually, employees who want to alert about their situation, contact us so that we can start a mutual investigation with the management. We talk with all the actors to identify the cause of the problem and we act to solve it. This is the legal process of the Alert Procedure.

In this specific case the management has taken the decision on the base of some lonely witnesses.

This was the perfect opportunity to remove a troublesome Labour Doctor who dared to question the Astek president about several cases of distress among Astek employees.

TELEWORK ALLOWANCE

The Astek telework agreement was signed in 2019. It rules that the employee can get 2,50€ per day worked from home upon submission of receipts according to the URSSAF regulation.

It is important to remember that the agreement never says that we must submit an expense report to get the compensation. Moreover, URSSAF has clearly indicated on its internet site that receipts are demanded only for amounts higher than 10€/month of compensation for 1 day of telework in a month, 20€/ month for 2 day, etc... Under these amounts, no receipt is requested and the compensation should be done automatically and without expense report.

<https://www.urssaf.fr/portail/home/employeur/calculer-les-cotisations/les-elements-a-prendre-en-compte/les-frais-professionnels/le-teletravail.html>.



THE MANAGEMENT LIES

The list of ambiguities, promises not kept, lies coming from Astek management is getting longer and longer:

- CSE meeting in March 2020. P Bertrand, Head of Human Resources, made a promise to get the CSE agreement to adopt the partial Unemployment. He declared that nobody in Astek will lose any day off after the end of the period of taking leave of May 2020. One month later he announced that this will not be possible without any excuse or justification.

- Virtual information meetings, also called « events ». In April they explain to us that everybody should work on his own CV « dossiers de compétences », even if we are in partial unemployment. And the hierarchy indicated that this is compulsory even if it is the French government who pays you during the partial unemployment, and not Astek. It took several weeks of discussion with the management to make them admit that any employee should be readmitted from partial unemployment before asking him any work.

- June 2020. Most of us received a letter saying that we will be on vacation 3 weeks in August. This letter, undated, does not indicate which law entitles this decision and says to contact your manager for any question. We find out that these managers were told to say that the law authorised the employer to do this if with at least 2 months' notice. A thankless task to justify with lies an unfounded decision. The hierarchy questioned by the CSE and the unions was never able to prove that this was legal. The Head of Human Resources himself has finally admitted that was an autonomous decision. In Astek they write the law or ignore it!

- If you want more examples you can look at the CSE meeting minutes. You will find out how the management hid to elected representatives the real cost of the Intitek acquisition in 2019. The Head of Human Resources dared to say during a meeting « we told you! ». Hopefully, the minutes are there to prove that this was a one more lie.

THE CURRENT HUGE LAYOFFS: WHO'S NEXT?

Always the same story, day after day : behind light pretexts or lies (refusal of a fictive assignment, motivation lack, use of mobility clause for unclear assignments), the management summon the employee for an interview prior to dismissal : the hierarchy gives to the employee the opportunity to defend himself from this fictitious accusations. The sanction could be up to the dismissal. Even if it is hard to argue against bad faith it is important to defend yourself!

To be clear: Astek decided to fire or let leave at least 300 people without replace them. Nobody was expecting 2020 to be a year with a lot of hiring but such a thing in France is called a redundancy plan.



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