

Wages, purchasing power:

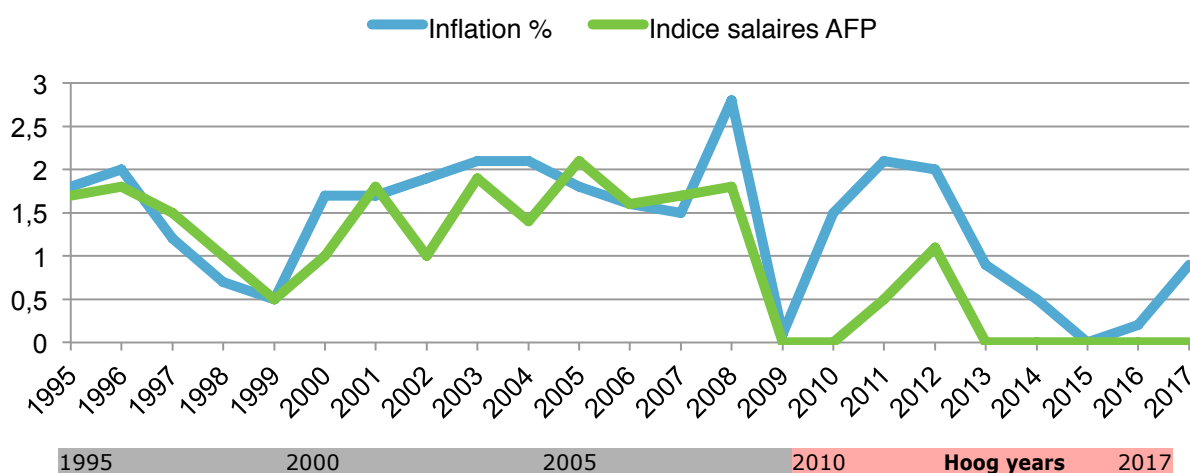
Mr. Hoog's unkept promises



The social record of Emmanuel Hoog, AFP's CEO since 2010 is dismal. A glaring example: wages.

Upon his arrival, Mr. Hoog promised the moon and the stars. He argued that AFP needed to regain control over its wage policy, i.e. dropping the wage hikes agreed in the Paris press sector, so that we could negotiate internally more advantageous increases in salaries.

Two unions – the SNJ and CFDT – agreed to this unlinking from the Paris press wage scale, signing an agreement introducing the “prime fixe collective” without increasing the index points on which our wages are based. However a majority of the unions opposed this measure, but management went ahead and applied it unilaterally in 2010. *Our salaries have barely budged since.*



Those who have worked at AFP the longest remember that until 2008 our salaries were regularly adjusted, sometimes twice a year. Our graphic shows that increases in our salaries followed the inflation rate. The changes began in 2009, when the lack of inflation was used as an excuse not to compensate us for the loss of purchasing power the previous year.

We see that since the arrival of Mr Hoog that salaries were only modestly increased in 2011 and 2012. This year risks becoming the fifth year in a row our salaries haven't increased and the sixth since 2010. The cumulative gap between our salary increases and inflation is now 6.5%, as the table below demonstrates:

	2010	2011	2012	2013	2014	2015	2016	2017
Inflation %	1,5	2,1	2	0,9	0,5	0	0,2	0,9
Increase in AFP wage index point %	0	0,5	1,1	0	0	0	0	0
Difference	-1,5	-1,6	-0,9	-0,9	-0,5	0	-0,2	-0,9
Cumulative gap	-1,5	-3,1	-4	-4,9	-5,4	-5,4	-5,6	-6,5

Accumulated wage losses since 2010: thousands of euros

Monthly wage €	2017	2016	2015	2014	2013	2012	2011	2010	Total 2010-2017	Total X13
	-6.50%	-5.6%	-5.4%	-5.4%	-4.9%	-4.0%	-3.1%	-1.5%		
1500	-98	-84	-81	-81	-74	-60	-47	-23	-546	-7098
2000	-130	-112	-108	-108	-98	-80	-62	-30	-728	-9464
2500	-163	-140	-135	-135	-123	-100	-78	-38	-910	-11830
3000	-195	-168	-162	-162	-147	-120	-93	-45	-1092	-14196
3500	-228	-196	-189	-189	-172	-140	-109	-53	-1274	-16562
4000	-260	-224	-216	-216	-196	-160	-124	-60	-1456	-18928
4500	-293	-252	-243	-243	-221	-180	-140	-68	-1638	-21294
5000	-325	-280	-270	-270	-245	-200	-155	-75	-1820	-23660

How to read the table:

Purple column: over the period of 2010-2017, the gap between the adjustment of our salary point value and inflation is 6.5%. For a base salary of €3,000 in 2010, the loss is €195 per month in 2017.

White columns: these show the monthly loss for a given salary level each year. For a monthly salary €3,000 the loss was €168 in 2016, €162 in 2015 and 2014, €147 in 2013 etc.

Pink column: these **monthly losses** since 2010 total €1,092 for a monthly salary €3,000.

Red column: the **cumulative salary losses** (including the 13 month). For someone earning €3,000 at the beginning of this decade, the cumulative loss is €14.196.

We can clearly see that the nearly nonexistent compensation of inflation during the Hoog years has generated a considerable **social debt** vis-à-vis the Agency's staff.

+ €300 per month for all!

In a well-functioning company that motivates its employees, promotions and seniority-based pay raises would lead to **better living standards**. At Mr. Hoog's AFP, **purchasing power erodes** over time and only those benefitting from promotions and seniority-based increases to wages are able to limit the damage. Not forgetting that our colleagues on local contracts sometimes suffer even greater hits to their earning power due to galloping inflation that is only partially compensated.

Our CEO promised us that under the company's **Grand Accord** that "working more" would generate "new margins" that would allow for increasing wages. **Another unkept promise:** management did not bring any wage hikes to the table at the first session of mandatory annual wage talks (NAO) held on October 4.

- **Only action by staff and militant unions can stop the erosion of purchasing power.**
- **SUD is an organization at the service of staff, a democratic and militant union. Join us!**

Paris, 10 October 2017

SUD-AFP (Solidaires-Unitaires-Démocratiques)

