

Faced with the Fries Plan, we need coherent, combative and determined staff representatives!



Our new CEO Fabrice Fries wants to eliminate 125 French contract posts by 2023 to once again cut operating costs, while still maintaining the objective of moving our headquarters.

The Fries Plan foresees the net elimination of 125 posts by 2023.

- **-40 journalist posts, which is -4.84%** of the 826 CDI+CDD average monthly staff in 2017 (according to the Bilan Social 2017)
- **-85 administrative and technical posts, which is -16% (!)** from the 531 CDI+CDD posts in 2017.

This no doubt means outsourcing of administrative and technical functions. That is a risky maneuver that doesn't guarantee savings and can result in a damaging drop in the quality of service. (*To prepare the ground, management has already poisoned the climate with disruptive reorganizations of services, and introducing apps that complicate tasks.*)

As for the 75 voluntary departures and 35 new hires of journalists, as well as redeployments and conversion of expatriate into local posts, this can only result in a new degradation of work conditions and the quality of information provided by AFP, notably in text services.

The Fries Plan is neither surprising nor inevitable.

It is the continuation of the logic of decisions that we have emphasized are *political* in nature, and are thus *subject to be modified by collective action by citizens and employees*, provided they are not resigned to accept come what may. The Fries Plan is the product of decisions that SUD has regularly explained and opposed, notably:

- **2015 - AFP's placement under the tutelage of the European Commission**, which imposed a weakening of our statute - "Appropriate Measures" for AFP - Painless or Toxic?" - <http://u.afp.com/obbd>
- **2015 - The Aims and Means Contract (COM)** - In French: « Signature du COM-3 (2014-2018) : L'indépendance de l'AFP ? C'est fini ! » - <http://u.afp.com/ob8W>
- **2018 - Mr. Fries's appointment as the CEO of AFP** - Understanding Project Fries - <http://u.afp.com/oL7K>

The Fries Plan counts on a discouraged and inactive staff.

Several years ago such a plan would have sparked an immediate and strong response from staff and the Intersyndicale. But so far there has been a complete absence of a united response, with the two largest trade unions at AFP not wanting to join with others to organize a General Assembly to inform staff and consider our responses.

Regrettable but not surprising from these unions which, one and a half years ago, blocked a mobilization by staff against the "Grand Accord", then signed it without consulting staff, accepting numerous sacrifices and worse benefits for those who joined AFP since March 2017.

After the Hoog Plan, the Fries Plan: as the CEO intends to open talks on his new austerity plan, it is in the interest of staff to choose *staff representatives who are coherent, combative and determined*. Representatives who *regularly inform staff*, who make *alternative propositions*, and who know how to *say no* and *call staff to action* when AFP and its staff are in danger. Representatives who represent *all staff*, without corporatism.

The SUD delegation has respected its commitments: we invite you to read the **overview of our mandate** and the **list of accords signed during the past four years** and which unions signed them. You can find these documents and our **electoral programs**: <http://u.afp.com/SudEN>

From 8 to 18 October, give SUD a strong mandate!

Vote SUD and encourage others to vote SUD!