

Exit Deliberation of expertise Grave Risk

Exceptional meeting of the CHSCT ASTEK on 13th July 2017

The CHSCT met today on July 13th 2017, to review the CATEIS report submitted on March 3rd 2017 in response to the CHSCT's request of June 16th 2016. It should be recalled here that this request followed an initial assessment carried out in 2013 for which the ASTEK Management had not undertaken a real action plan, as also noted by the Labour Inspectorate (Inspecteur du Travail) (April 2016 injunction).

The request for an expert opinion was intended to assess the exposure factors currently faced by ASTEK Sud-Est employees and their impact on the health and safety. The expertise was also intended to understand the organizational changes currently being carried out by the Directorate in order to assess their impact on psychosocial risk that can be faced by the employees and staffs.

In the light of the conclusions of the assessment, which we fully endorse, the CHSCT notes:

- That it's fears were well founded and that the psychosocial risk persists within the company
- The reorganizational changes and the s or the prevention system installed inside the company were unable being able to eliminate it or even significantly reduce it.

The expert report thus shows that:

- The new organizations hired by the ASTEK group are only partially implemented in ASTEK Sud Est, which does not have the resources (particularly human resources) needed to achieve its objectives and puts managers in an overburdened position.
- Organizations are not consolidated and the means put in place do not allow for a shared and homogeneous vision for all employees.
- The management of reorganizations does not appear to be clearly structured and unfolds without real social dialogue.
- Non-Ethical work culture denunciation in the press in 2016 have greatly degraded ASTEK's image and employees' confidence in the company. Without a true ambitious communication policy the state of company's image and employees' confidence remain un-rehabilitated.
- The support, follow-up and support of employees on assignment remains insufficient and does not comply with the prescribed frequencies or methods.
- The policy implemented by ASTEK does not provide any guarantee regarding the abandonment of the practices denounced in the first expert report, relating to pressure and "forced" assignments following the end of a mission. In fact, some employees still feel strongly pressurized and intimidated by some managers to accept certain assignments.
- The remuneration and career development policy remains inadequate. Many employees personally feel that they have lost their years with the company and that their career path has been destroyed.
- The policy of managing skills and career paths does not favour professional development and personal development of employees.

In addition, we note from the report of the CATEIS expertise firm that the employee health prevention system is still not sufficient to deal with physical and mental health issues at work. Following are the excerpt of findings:

- Lack of health and safety policy.
- Inadequate piloting of prevention tools.
- Absence of a system to identify and process warning signals.
- Weak cooperation between prevention actors among themselves.
- Strong tensions within the CHSCT between the president and the elected members which have an impact on the quality of the social dialogue and the prevention system.

Consequently, the expert report clearly identifies psycho-social risk exposure factors, a large majority of which were already identified in the 2013 CATEIS report demonstrating the company's inability to prevent:

- Inadequate workload
- Lack of recognition
- Sense of organizational injustice
- Inadequate management
- Low sense of belonging
- Poor prospects for professional and salary development
- Lack of pride in working for ASTEK

The CATEIS report also points out that a number of employees testified to the unrest and/or psycho-social mechanisms that impacted their physical and/or psychological health and relationship at work. These consequences are directly related to working conditions and exposure at risk.

From now on, each CHSCT actor is fully informed about risk exposure factors psychosocial impact on employees, the concrete translation of these exhibitions into work, and the resulting physical and mental health problems.

The staff representatives at the CHSCT would like to solemnly point out that the following are of particular importance the employer's obligation to ensure that the result is secure and that it is incumbent on it to take action to compensate for the observed risk factors, the difficulties encountered in carrying out the work, and the actual and proven problems experienced by employees.

Given the seriousness of the facts, and the repetitive nature of the issues raised, **the staff representatives at the CHSCT request a written and detailed response from of the CHSCT President** on what she intends to implement and what she intends to do very recommendations set out in the expert report, namely the presentation of an action plan and prevention of occupational health which takes into account the three levels of prevention primary, secondary and tertiary education, **at the latest by Friday 18th August 2017**, also integrating the following points:

- Definitions of prevention actions and associated objectives (risk eradication or risk reduction), in accordance with the general principles of prevention as stipulated in the Labour Code (code du travail)
- The resources allocated to material, budgetary and human resources
- Implementation deadlines
- The person (s) responsible for each action
- The evaluation deadline for each share
- Indicators of achievement
- Follow-up of actions and corrective measures, if necessary

This action plan and prevention of occupational health should be presented at an extraordinary meeting of the CHSCT and discussed with all CHSCT members so that they can attend the meeting integrate additional proposals.

Given the prerogatives of the staff representatives at the CHSCT, it will be necessary for us to be fully involved in the implementation of the action plan once it has been presented.

Indeed, it is in the consultation of all stakeholders and mutual trust between members of the management, employee representatives and employees that the implementation of an action plan will make it possible to ensure the effective implementation of an occupational health prevention policy.

It is in the implementation of the action plan discussed with the staff representatives at the CHSCT that we will evaluate the willingness of the management of ASTEK Sud Est to make social progress for the company in compliance with the regulations in force. We remind you that, like any motion voted on unanimously by the participants in session, this is binding.

We give a mandate to Mr. Frédéric Blanc, secretary of the CHSCT, to take all the necessary steps to implement this resolution and possibly, to initiate, in order to defend the interests of the CHSCT, all the administrative or judicial procedures required.

A copy of this deliberation will be forwarded to the Labour and CARSAT Inspectors (Inspecteur du Travail et Inspecteur de la Caisse Assurance Retraite et de la Santé), the staff representatives, the trade union delegates and the Works Council. Finally, this deliberation will be communicated on the bulletin board within each ASTEK Sud-Est establishment, to the address of all ASTEK Sud-Est employees and, in fact, annexed to the minutes of this meeting.

This deliberation shall be put to the vote.

Numbers of voter: 3

- FOR : 3
- AGAINST : 0
- ABSTENTION : 0

Frédéric Blanc, secretary CHSCT

Pascal Taddei, CHSCT staff representative

Smriti Sonam, CHSCT staff representative

Sophia Antipolis, 13th July 2017.