

Cfdt:

COMMUNICATION
CONSEIL CULTURE

NEWS MUSIC

BROCHURE 2019



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LA CULTURE À LA CFDT

La CFDT (confédération française démocratique du travail), est la première confédération syndicale de France avec environ 624 000 adhérents.

C'est une organisation interprofessionnelle composée de seize fédérations et de plus de mille cent syndicats.

Les syndicats CFDT de la culture représentent les salariés des secteurs privés et publics et font partie d'une des seize fédérations professionnelles, la **F3C CFDT** (Culture, Conseil, Communication).

Vos employeurs sont aussi syndiqués (**FESAC, SNES, SYNDEAC, PRODIS, SYNAVIS, SYNPASE, PROFEDIM, SMA, SNEP...**)

Au niveau des branches professionnelles culture, notre mission est de vous représenter et de négocier avec les syndicats de vos employeurs des conventions collectives.

Une convention collective nationale, permet d'améliorer les dispositions gé-

nérales du code du travail en les adaptant aux particularités d'une branche professionnelle.

Quand elle est étendue, la convention collective s'applique à toutes les entreprises de la branche d'activité comme par exemple les conventions collectives nationales de l'Édition Phonographique, des Entreprises Artistiques et Culturelles, du Spectacle Vivant Privé ...

En fonction de l'entreprise dans laquelle vous travaillez, vous dépendez d'une ou de plusieurs de ces conventions collectives.

Au niveau de l'entreprise, il peut y avoir un ou plusieurs représentants du personnel (syndiqué ou pas).

Les accords de votre entreprise sont négociés par un Délégué Syndical (mission similaire dans l'entreprise à celle jouée par le syndicat au niveau de la branche professionnelle).

LES SYNDICATS CFDT DE LA CULTURE

- Le **SNAPAC CFDT**, syndicat national pour les champs artistiques et culturels. Il représente l'ensemble du plateau artistique et notamment les musiciens et techniciens (intermittents ou permanents) dans les domaines du Spectacle Vivant, de l'Édition Phonographique et de l'édition Audiovisuelle (TV, Radio, Cinéma...)
- Le **SMDA**, syndicat national des artistes auteurs des arts visuels.
- La **CFDT-Culture**, syndicat national des personnels du ministère de la Culture et des établissements publics culturels.
- Le **SNLE**, syndicat national des salariés de l'édition, de la diffusion et de l'édition de livres.

WHAT IS CFDT?

The CFDT (French Democratic Confederation of Labour) is the first French **Trade union confederation**, with about **624 000 members**.

It's an interprofessional organization made up of **16 federations** and more than **1 100 unions**.

The **Unions for Culture** pertain the **F3C CFDT** (Culture, Communication, Counsel) which brings together the employee unions of public and private sectors of the cultural field.

Employers are also unionized (FESAC, SNES, SYNDEAC, PRODIS, SYNAVI, SYNPASE, PROFEDIM, SMA, SNEP...)

Business segments are regrouped in **professional branches**.

At the level of the cultural professional branch, the mission of the CFDT is to represent artists and negotiate collective agreements with the unions of your employers.

A National Collective Agreement makes it possible to improve the general provisions of the Labor Code by adapting them to the specifics of a professional branch.

If officially extended, a Collective Agreement will apply to all companies in the relevant industry.

Examples of National Collective Agreements in the cultural field:

- Phonographic Publishing,
- Artistic and Cultural Enterprises,
- For-Profit Performing arts ...

Depending on the company, one may fall under one or more of these Collective Agreements.

At the enterprise level, there may be one or more representative employee (unionized or not).

The agreements within your company are negotiated by a Trade Union Delegate (similar mission, inside the company, to that played by the union at the level of the professional branch).

THE CFDT SYNDICATES FOR CULTURE

- **SNAPAC CFDT**, National Union for Artistic and Cultural Fields. It represents the entire artistic scene and in particular Musicians and Technicians (intermittent or permanent) in the fields of Live Performance, Phonographic Publishing and Audiovisual Publishing (TV, Radio, Cinema...)
- **SMDA**, National Union for Artists of Visual Arts.
- **CFDT-Culture**, National Union for the staff of the Ministry of Culture or Public Cultural Institutions.
- **SNLE**, National Union for Employees of Publishing and Dissemination in the Book industry.

SOCIAL GAINS

Since 1972, the social partners (employers and employees unions), have been negotiating specific rights for:

- **Professional Training :** individual rights to training for Intermittents
- **Health and Welfare:** the national collective interbranch agreement (January 1st, 2009) signed by all employers organizations, united within the FESAC (Live Performance, Music, Audiovisual and Cinema) and by all employee federations (CFDT, FO, CGT, CFTC and CGC), established a common Solidarity Fund which provides specific Health and Welfare benefits for artists and technicians. To become a recipient one must substantiate 507 hours of work and be a member of the Intermittent Health Guarantee.

As an example, the price of the 2019 monthly fee to Audiens ® Intermittent health Insurance is €33,31 for non-members, while only €11,21 for members.

BENEFITS OF THE PLAN

- A **comprehensive pension scheme** and guarantees in the event of temporary incapacity for work (ITT), permanent and total disability (IPT) or death.
- The **Intermittent Health Guarantee**, a quality health supplement dedicated to artists and technicians.
- A **possible rebate on the membership fee** of the Intermittent Health Insurance contribution thanks to the Collective Health Fund.



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