

DRIVERS OF PUBLIC GOODS TRANSPORT

WORKING TIME AND REST PERIOD

Maximum daily working time	- 12 hours (article R 3312-51 of the transport Code)
Maximum daily working time in the case of night work	- 10 hours night worker or driver who carries out part of his work in the interval between 24:00 and 05:00. (article L 3312-1 of the transport Code)
Maximum weekly working time	long-distance driver : (at least 6 dealy rest periods per month away from home) - 56 hours on an isolated week and 48 hours on average over three months. other drivers : - 52 hours on an isolated week and 48 hours on average over three months. (article R 3312-50 of the transport Code)
Daily rest period	driver subject to the regulation (EC) 561/2006 : - 11 hours (possibility of daily rest period in 2 periods, the first of at least 3 hours and the second of at least 9 hours or reduced daily rest period of at least 9 hours 3 times per week). other drivers : - 10 consecutive hours in any 24 hours period. (article R 3312-53 of the transport Code)
Weekly rest period	driver subject to the regulation (EC) 561/2006: - 45 hours (possibility of reduced weekly rest period of at least 24 hours, provided that it is compensated before the end of the third week). other drivers : - average lenght of 48 hours in successive rest period of equal or unequal lenght, subject to a minimum of 35 hours at home and 24 hours away from home. (article 8bis – annexe I of the collective agreement)
Working-time break	- 30 minutes when the daily working time is between 6 and 9 hours. - 45 minutes when the daily working time is over than 9 hours. - Possibility to divide breaks in periods of at least 15 minutes each. (article L 3312-2 of the transport Code)

ELEMENTS OF REMUNERATION

National collective bargaining agreement for road transport and auxiliary transport activities

CONVENTIONAL GUARANTEED HOURLY RATES since 01/05/2017

group	coefficient	hiring	seniority 2 years	seniority 5 years	seniority 10 years	seniority 15 years
			+ 2%	+ 4%	+ 6%	+ 8%
3bis, 4	118M 120M	9,77 €	9,97 €	10,16 €	10,36 €	10,55 €
5	128M	9,80 €	10,00 €	10,19 €	10,39 €	10,58 €
6	138M	9,82 €	10,02 €	10,21 €	10,41 €	10,61 €
7	150M	10,06 €	10,26 €	10,46 €	10,66 €	10,86 €

Hourly gross S.M.I.C. at 01/01/2017 : 9,76 €

TRAVEL EXPENSES since 01/03/2017

LARGE TRAVEL EXPENSES Lump-sum payment per day	
Meals expenses (2 meals)	26,80 €
Lodging expenses	29,46 €
Total per day	56,26 €

CLASSIFICATION OF DRIVERS

group	coefficient	definition
3bis	118M	driver of a vehicle weighing up to and including 3,5 tonnes of GVWR
4	120M	driver of a heavy goods vehicle weighing more than 3,5 tonnes and up to and including 11 tonnes of GVWR
5	128M	driver of a heavy goods vehicle weighing more than 11 tonnes and up to and including 19 tonnes of GVWR
6	138M	driver of a heavy goods vehicle weighing more than 19 tonnes of GVWR
7	150M	highly qualified driver of a heavy goods vehicle

PAYMENT OF HOURS BEYOND 35 HOURS
(articles D 3312-46 and D 3312-47 of the transport Code)

Long-distance driver (at least 6 dealy rest periods per month away from home)	Hours of equivalence (HE) +25%	overtime +50%
weekly calculation	from 36 to 43 hours	beyond 43 hours
month calculation	from 152 to 186 hours	beyond 186 hours

There are also bonuses for work on a holiday or a Sunday (flat-rate allowances or increase according to the seniority of the employee) and for night work (20% of the hiring rate 150M).

Night work and overtime give rise to compensatory rest.

PAY-SLIP MENTIONS
(article D 3312-63 of the transport Code)

In the case of a transport undertaking established in France, the pay-slip or a monthly document appended to the pay-slip must indicate the cumulative total of the overtime worked and the compensatory rest periods acquired by the employee since the beginning of the calendar year.

The pay-slip, or the monthly document appended, must include, for the drivers, after possible regularization the following month, taking into account the time necessary for their effective knowledge :

- the length of driving time ;
- the length of service periods other than driving ;
- all of these times representing paid time of service, summarized monthly ;
- hours that are paid at the regular rate and those that include an overtime bonus or for any other cause ;
- information on compulsory compensations on rest acquired on the basis of overtime worked.