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## Information note

### ***Making posting of drivers easier***

#### **Hourly rate, Extra hours rate and night work:**

The French minimum hourly wage is 9.88 € since 1<sup>st</sup> January 2018 (Decree N 2017-1719 of December 20th, 2017). National minimum wage applies also to the transport sector, except for the specialized workers category as it is set by the Transport of goods Collective agreement.

#### **Hourly wage for workers in the road transport of GOODS:**

<b>Group</b>	<b>Definition of driver's coefficient</b>	<b>Coefficient</b>	<b>Hourly rate</b>
<b>3 bis</b>	Driver of a vehicle weighing up to 3,5 T GVW	118M	9.88 €
<b>4</b>	Driver of a heavy goods vehicle weighing more than 3,5 T and up to and including 11 T GVW	120M	9.88 €
<b>5</b>	Driver of a heavy goods vehicle weighing more than 11 T and up to and including 19 T GVW	128M	9.88 €
<b>6</b>	Driver of a heavy goods vehicle weighing more than 19 T GVW	138M	9.88 €
<b>7</b>	Highly qualified driver of a heavy goods vehicle	150M	10.06 €

According to the national collective bargaining agreement for road transport, the hourly pay for workers in the road transport sector and auxiliary transport activities must be increased according to the years spent in the company:

+2%, +4%, +6% and +8% after respectively 2, 5, 10 and 15 years of service in the company.



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### Extra hours rates:

	<b>Extra hours paid + 25% *</b>	<b>Extra hours paid + 50% *</b>
<b>Long distance drivers - weekly hours</b>	36h to 43h	More than 43h
<b>Long distance drivers - monthly hours</b>	152h to 186h	More than 186h
<b>Short distance drivers - weekly hours</b>	36h to 43h	More than 43h
<b>Short distance drivers - monthly hours</b>	152h to 186h	More than 186h

\* Extra hours increase when working hours exceed the statutory maximum number of working hours per week (35h for long distance drivers; 39h for short distance drivers).

- Example: long distance driver's wage when working 45h hours weekly:
  - o 9.88 € \* 35h
  - o 12.35 € \* 8h (from 36<sup>th</sup> to 43<sup>rd</sup> extra hours)
  - o 14.82 € \* 2h (for 44<sup>th</sup> and 45<sup>th</sup> hours worked)

### Sunday work

- more than (3) hours: 23.42 € prime/day
- less than (3) hours: 10.07 € prime/day

### Night Work:

It is considered to be night work every hour worked between 10 pm and 5 am (according to the article L1321-7 of law of transport).

<b>Less than 50h worked between 10 pm and 5 am / month</b>	Hourly rate + 20 %
<b>More than 50h worked between 10 pm and 5 am / month</b>	Hourly rate + 25 %



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### **Hourly wage for workers in the road transport of PASSENGERS:**

Minimum wage for transport of passengers is set by the collective agreement in this sector (Addendum 108 of 18 April 2017 about Minimum hourly wage in euros):

Group	Definition of driver's coefficient	Coefficient	Hourly rate
<b>8</b>	Coach driver– Worker responsible for driving a coach; helps the conductor, including handling transported packages and expedited postage	138V	10.2089 €
<b>9</b>	Coach driver – conductor – Worker responsible for driving a coach, taking payment from passengers, and handling luggage and goods	140V	10.2834 €
<b>9 bis</b>	Touring coach driver – Worker having driven a coach for at least two years and meeting all the conditions set out in job description 8 or 9	145V	10.4691 €
<b>10</b>	Long-distance touring coach driver – Worker normally responsible for driving a luxury touring coach with at least 32 seats; drives long-distance tourist routes, i.e. routes lasting for at least 5 days	150V	10.7512 €

According to the National collective bargaining agreement for passengers' transport, the hourly pay for workers must be increased according to the years spent in the company:

+2%, +4%, +6% and +8% after respectively 2, 5, 10 and 15 years of service in the company.

Pursuant to the national collective bargaining agreement, the figures in the table above shall be increased as follows:

- 3 %: workers with a mechanic or collector qualification;
- Sunday and public holidays work:
  - more than (3) hours: 27,77 € prime/day
  - less than (3) hours: 13,89 € prime/day

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