

**OSART Good Practices**  
**CORP. CORPORATE SUPPORT TO PROVIDE HUMAN RESOURCES**  
Labour relationship, union affairs

**EDF corporate, France**

Mission Date; 24 Nov.-5 Dec., 2014

Relationship with Unions

**Description:**

EDF has a strong culture of social dialogue and major changes are always discussed with the unions. Meetings at different levels are held on a regular basis with the unions. This activity represents a significant investment of time and is deemed necessary to allow the company to adapt to the required organisational changes. Examples include the Nuclear Generation Division (DPN) agreement of 2 August 2013 concerning the extensive fleet refurbishment programme for life extension, as well as the organisation and working conditions for the new Nuclear Rapid Response Task Force (FARN).

The Human Resources department carries out a weekly survey on the social climate of the plants in order to detect any potential difficulties via a designated local correspondent. Moreover, the EDF Group holds an annual survey (my-EDF) targeting all employees. The results of this survey are analysed and presented to employees, and form the basis of an action plan.

In the event of social unrest, trade unions are required to give 5 days' notice. Negotiations are held between the unions and the human resources department to avoid a strike. In the event of a strike, known and respected business rules allow the company to ensure the safety of the nuclear fleet and of the grid. The DPN and the Nuclear Engineering Division (DIN) managers are trained on labour relations and on strike management rules for the nuclear industry.

**Advantages:**

Major developments are discussed extensively at early stages to explain the priorities and receive feedback from union representatives. This allows the necessary changes to take place in smooth conditions, thereby favoring nuclear safety.

**Benefits:**

These discussions allow the unions to understand the need for change and facilitate implementation.