Hourly pay as of 1 July 2016
for workers in the road transport sector
National collective bargaining agreement for road transport and auxiliary transport activities

GOODS TRANSPORT WORKERS

Agreement of 3 November 2015

Basic hourly rate of pay in euros from 1 January 2016

Group		Coefficient	Hourly rate
3 bis	Driver of a vehicle weighing up to 3.5 tonnes GVW	118M	9,68 €
4	Driver of a heavy goods vehicle weighing more than 3.5 tonnes and up to and including 11 tonnes GVW	120M	9,68 €
5	Driver of a heavy goods vehicle weighing more than 11 tonnes and up to and including 19 tonnes GVW	128M	9,71 €
6	Driver of a heavy goods vehicle weighing more than 19 tonnes GVW	138M	9,73 €
7	Highly qualified driver of a heavy goods vehicle	150M	10,00 €

PASSENGER TRANSPORT WORKERS

Addendum 105 of 10 March 2015

Basic hourly rate of pay in euros from 1 January 2015

Group		Coefficient	Hourly rate
8	Coach driver. - Worker responsible for driving a coach; helps the conductor, including handling transported packages and expedited postage	138V	10,1076 €
9	Coach driver-conductor. - Worker responsible for driving a coach, taking payment from passengers, and handling luggage and goods	140V	10,1813 €
9 bis	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	10,3919 €
10	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	10,6445 €

Pursuant to the national collective bargaining agreement, the figures in the table above shall be increased as follows:
– 3 %: workers with a driver or conductor qualification
– €13.75 or €27.49: public holidays
– €13.75 or €27.49: Sundays.

The national collective bargaining agreement provides for an increase on the guaranteed rates of pay under the following conditions for drivers of goods and passenger transport vehicles:
+2%, +4%, +6% and +8% after 2, 5, 10 and 15 years' service in the undertaking respectively.

The detailed classification of jobs by group, which indicates the coefficient applicable to an employee during his/her posting in France, can be found on the Légifrance website at the following addresses:

For road haulage:
https://www.legifrance.gouv.fr/affichIDCCArticle.do;jsessionid=556C0CFD0C4B7A069F7CB8FC38C5E904.tpdjo16v_2?idArticle=KALIARTI000005849453&cidTexte=KALITEXT000005678897&dateTexte=20051212&categorieLien=id

For passenger road transport:
https://www.legifrance.gouv.fr/affichIDCCArticle.do;jsessionid=39B3F52891FDBCF05DBB504D8C19CAB5.tpdjo01v_3?idArticle=KALIARTI000005849460&cidTexte=KALITEXT000005678897&dateTexte=29990101&categorieLien=id