

UNE BRANCHE DES OPH EN BERNE !

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Une négociation nationale bafouée, des salaires minimum dévalorisés.

Lors de la négociation nationale portant sur la revalorisation du barème des salaires minimums dans les OPH, les employeurs ont rejeté la proposition unanime des organisations syndicales de maintenir le pouvoir d'achat des salariés situés à proximité des salaires minimums du barème national... cela sans apporter le moindre argument crédible fondé sur la situation réelle des OPH §

Voir aussi "Dialogue social aux OPH"

La fédération des OPH a finalement proposé une revalorisation de 0,5% à compter du 1/01/2012 et de 0,3% au 1/07/2012 pour tous les niveaux du barème national des salaires de base minimum...sauf pour le premier niveau (C1N1) dont le montant brut serait porté au niveau du smic au 1/01/2012, alors que l'inflation a atteint 2,5 % en 2011 ! Les employeurs portent donc la pleine responsabilité de cet échec ! La fédération des OPH a déjà transformé cette proposition en « recommandation » mais nous ne sommes pas dupes...elle a pour objectifs d'inciter les directeurs généraux à tirer vers le bas le contenu des NAO dans chaque OPH et à justifier de façon malhonnête l'alignement de leurs propositions d'augmentations générales sur la faible revalorisation proposée pour les barèmes locaux ! Nous dénonçons la volonté désormais explicite des employeurs et notamment de directeurs généraux des offices de remettre en cause un des principaux acquis de l'accord national du 24 novembre 2010, en refusant dès la première année de son application une revalorisation du barème national des salaires minimums à hauteur de l'inflation (le barème national n'avait pas évolué en points depuis sa création en 1993 et le point FP utilisé avait perdu en 2010 près de 10 % de sa valeur par rapport à l'indice INSEE).

Nous déplorons la dégradation progressive du dialogue social au sein des instances paritaires de la fédération des OPH, qui est manifestée notamment par l'absence permanente de son nouveau président. L'intersyndicale doute aujourd'hui de la volonté de la fédération des OPH de poursuivre la construction de la branche professionnelle, car celle-ci n'assume toujours pas son rôle de fédération patronale en assurant pas les conditions nécessaires à de véritables négociations. L'intersyndicale ne peut se satisfaire d'une telle situation qui a contribué aux échecs de la négociation nationale en 2011(pénibilité, revalorisation du barème).

Comment accorder une quelconque crédibilité aux engagements sociaux, aux valeurs proclamées de justice sociale et de solidarité contenues dans les discours des élus qui sont à la tête de nos OPH alors qu'ils refusent en tant qu'employeur de s'engager pour le maintien de votre pouvoir d'achat et notamment d'agir pour ceux entre vous concernés par le barème et ayant les plus bas salaires ?

Face à des employeurs trop souvent rétrogrades, car désireux de se garder de toutes contraintes et donc de tout engagement en vue de faire progresser vos garanties collectives, les salariés des OPH peuvent compter sur des organisations syndicales qui sont unies et résolues au niveau national comme au niveau local à se battre avec vous pour le maintien de votre pouvoir d'achat ! var gtbTranslateOnElementLoaded;(function(){var lib = null;var checkReadyCount = 0;function sendMessage(message, attrs) { var data = document.getElementById("gtbTranslateElementCode"); for (var p in attrs) { data.removeAttribute(p); } for (var p in attrs) { if ("undefined" != typeof attrs[p]) { data.setAttribute(p, attrs[p]); } } var evt = document.createEvent("Events"); evt.initEvent(message, true, false); document.dispatchEvent(evt);}function checkLibReady (){ var ready = lib.isAvailable(); if (ready) { sendMessage("gtbTranslateLibReady", {"gtbTranslateError" : false}); return; } if (checkReadyCount++ > 5) { sendMessage("gtbTranslateLibReady", {"gtbTranslateError" : true}); return; } setTimeout(checkLibReady, 100);}gtbTranslateOnElementLoaded = function () { lib = google.translate.TranslateService(); sendMessage("{EVT_LOADED}", {}, []); var data = document.getElementById("gtbTranslateElementCode"); data.addEventListener("gtbTranslate", onTranslateRequest, true); data.addEventListener("gtbTranslateCheckReady", onCheckReady, true); data.addEventListener("gtbTranslateRevert", onRevert, true); checkLibReady();}function onCheckReady() { var ready = lib.isAvailable(); sendMessage("gtbTranslateLibReady", {"gtbTranslateError" : !ready});}function onTranslateRequest() { var data = document.getElementById("gtbTranslateElementCode"); var orig = data.getAttribute("gtbOriginalLang"); var target = data.getAttribute("gtbTargetLang"); lib.translatePage(orig, target, onProgress);}function onProgress(progress, opt_finished, opt_error) { sendMessage("gtbTranslateOnProgress", {"gtbTranslateProgress" : progress, "gtbTranslateFinished" : opt_finished, "gtbTranslateError" : opt_error});}function onRevert() { lib.restore();}();(function(){var d=document,f=".g=UTF-8",h="complete",i="head",j="link",k="script",l="stylesheet",m="text/css",n="text/javascript",Math.floor(2147483648*Math.random()).toString(36);function o(b){var a=e.getElementsByTagName(i)[0];a||(a=e.body.parentNode.appendChild(e.createElement(i)));a.appendChild(b);}function _loadJs(b){var a=e.createElement(k);a.type=n;a.charset=g;a.src=b;o(a);}function _loadCss(b){var

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