

## RENAULT SIGNS AN AGREEMENT ON RESPONSIBLE, JOINT COMPLEMENTARY HEALTHCARE COVERAGE

**On September 11, Renault and the CFDT, CFE-CGC and CGT trade unions signed an agreement setting up an obligatory complementary healthcare plan for the employees of Renault s.a.s. The coverage provided by this plan, which will go into effect on January 1, 2015, exceeds legal requirements.**

Jean **Agulhon**, HR director France: *"In keeping with our commitment, we have negotiated a plan that will allow all employees to have complementary healthcare coverage as of January 2015. We have worked with the trade unions to achieve two objectives: to act responsibly by controlling healthcare spending and to provide access to healthcare through a jointly supported program."*

The "Law for security of employment" (*Loi de sécurisation de l'emploi*), enacted on June 14, 2013, extended complementary healthcare coverage to all employees as of January 1, 2016. **Before starting the negotiations, Renault worked with the trade unions by holding training sessions for about one hundred personnel representatives and setting up four joint study groups.**

It was decided in agreement with the unions to set good reimbursement levels starting from the basic plan. By offering three types of subscriptions – individual, duo and family – Renault has taken into account its employees differing personal situations, too.

Renault has made an effort to see that this contract is responsible and comprehensive – responsible because it is in line with the national policy aimed at controlling healthcare spending and encouraging preventive care; comprehensive because it provides excellent coverage of healthcare expenses for everyone, even with the basic plan and regardless of the individual's compensation level.

Renault chose Humanis in competitive bidding to provide this coverage.

**Pour Plus D'informations:**

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