

Partial employment for air crew members due to the COVID-19 Coronavirus epidemic

PARTIAL EMPLOYMENT PROGRAM FOR AIR CREW MEMBERS

In light of the **extraordinary public health crisis** which we are currently experiencing, CRPN has joined together with both sides of industry to propose to our Oversight authority that air crew members be able to qualify for partial employment (better known under the former term “partial unemployment”).

Indeed, pursuant to the French **Code of Civil Aviation** and the **French Transportation Code**, air crew members’ working time is set up to alternate between days ON and OFF work, with no way to convert their working time into an equivalent number of hours. This equivalency is required in order to qualify for the partial employment program.

France’s **emergency law No. 2020-290 of March 23, 2020, in response to the COVID-19 epidemic** authorizes the government to issue orders that will facilitate and increase enrollment in the partial employment program.

As a result, **the French government has issued order No. 2020-346 of March 27, 2020, instituting emergency measures with regard to partial employment.** This order allows air crew members to qualify for partial employment, and leaves the task of determining the rules for converting air crew members’ days off work into hours to a future decree.

PARTIAL-EMPLOYMENT COMPENSATION NOT LIABLE TO CRPN CONTRIBUTIONS

The partial-employment compensation which air crew members are paid by their employer does not constitute wages, which means that it cannot be included in the CRPN contribution basis

As a result, **partial-employment compensation is not liable to CRPN contributions.**

FREE CREDITS FOR PERIODS OF PARTIAL EMPLOYMENT

As periods of partial employment are not liable to contributions, they cannot be credited to a member’s career account based on contribution payments. As a result, **days of partial unemployment must be subtracted from the number of CRPN days which the employer enters into their payroll reports (“DSN,” “DADS,” and annual files).**

In practice, the number of days to report is the difference between 30 and the number of calendar days of partial employment in the month. At least 1 day must be reported unless the member was in partial employment for the entire month: in this case, the month must be reported as 0 CRPN days (please refer to our informational guide on calculating days).

To keep members’ retirement pension entitlements from being adversely affected, CRPN’s Board of Directors has issued a **special decision** under which **these periods of partial employment will be treated as periods off work while on an alternating work pattern**, and be able to be **credited free of charge at a later date according to the same rules.**

This means that these days of partial employment will be counted toward the member’s length of career which is used to assess their pension claim when they retire.

The employers/ collections department (“service employeurs / recouvrement”)