



# Syndicat National des Personnels de l'Enseignement et de la Formation Privés



## Ethical Charter for Elected and Mandated Representatives of the SNPEFP-CGT

The representative agrees to respect and the act according the **founding principle** of our union : **Democracy at all levels** through informing and concerting continuously with employees and members with the goal of remaining close to those in the workforce. It is understood that the opinions of the members of the committee takes precedent.

The representative agrees, first and foremost, to respect the values of the CGT, particularly by refusing any form of discrimination based on gender, ethnicity, religion, sexual orientation or disability.

**The SNPEFP-CGT provides advice, training and legal counsel.**

It is the responsibility of all representatives to be trained and the create the tools necessary for informing and consulting all members and employees (email lists, internet site, office hours). Furthermore, they are to develop union representation in the company and to work alongside the local and departmental union offices.

The SNPEFP-CGT is organized on a national level, and due to the particularities of our professional sector, requires a degree of mutual pooling of resources, while maintaining the autonomy of local committees and their members. The national organization allow members access to training on social, union and economic topics in addition to communication tools such as an internet site.

Given the wider impact for all union members as well as legal and social implications when negotiating a collective bargaining agreement, negotiators should, without delay, reach out to and seek the advice of the SNPEFP-CGT before signing. This is particularly relevant when the agreement derogates unfavourably from labor law or from the by-laws of a sector. It is for the committee members to nominate, via the national union, the union representative and candidates for the Comité Social et Economique (CSE).

During a committee meeting, the members should deliberate on the various nominations.

The SNPEFP-CGT will ensure that all union representatives fulfil their mission in the best conditions by facilitating the running of the local committee where they are members and access to training. The representatives are accountable to the local committee members. In the case of mismanagement or serious difference of opinion in governance, the local committee can defer to other union members. No member is sole proprietor of his/her mandate, whether elected or appointed; every responsibility is administered for the common good.

**This democratic framework of the union ensures at all levels that every employee is informed, trained and consulted.**