

# GROUPE LA POSTE

## → Formal notice

July 9, 2020 & May 17, 2021

## → Summons

December 22, 2021

## ISSUES

The legal action against La Poste for breach of its duty of vigilance raises several issues, in particular the regularisation of the situation of several hundred undocumented workers employed under the group's subcontracting contracts, compliance with health and safety procedures within the group - particularly with regard to psychosocial risks - and the protection of victims of gender-based violence within the group.

## ACTORS

- Collectifs des travailleurs sans papiers de Vitry-sur-Seine
- Syndicats départementaux SUD PTT 91 et SUD PTT 94 et union syndicales Solidaires 91 et 94
- Fédération SUD PTT
- Union syndicale Solidaires



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To go further 

La Poste reconnaît le travail de personnels sans-papiers  
Grève de nos camarades sans-papiers  
La Poste assignée au TGI de Paris

# PRESENTATION OF THE CASE

In June 2019, a collective of undocumented workers supported by the union SUD PTT and the union Solidaires organized a strike and an occupation of the platform Chronopost of Alfortville, a subsidiary of the group La Poste. The aim was to obtain recognition of the situation of a hundred or so workers regularly employed by the subsidiary of the public group within the framework of a series of subcontracting companies, the first of which was the service company Derichebourg. After six months, the prefecture of the Val de Marne has implemented the regularization of about one hundred workers. In November 2021, the same situation was repeated at the DPD platform (a subsidiary of the La Poste group) in Le Coudray (91) and again at Chronopost Alfortville in November 2021, with the situation continuing into June 2022. According to SUD PTT, the massive recourse to subcontracting is perfectly assumed by the public group, whether for competitive activities (express parcels) or public service activities (Colissimo).

According to SUD PTT, on the subject of subcontracting, La Poste group puts forward procedures for "supplier self-assessment" by its purchasing departments, where it delegates risk control to organizations such as Afnor, which in turn simply instructs questionnaires from suppliers. According to SUD PTT, the repeated struggles of undocumented workers' groups show that these procedures have no effect.

SUD PTT also criticises the group for having dismissed this subject on the pretext that the situation did not concern the employees of its subsidiaries, even though the damage resulting from the activities of subcontractors is also covered by the duty of vigilance.

The legal action also concerns the consideration of psycho-social risks within the group with the assurance that all workers are concerned, including subcontractors and temporary workers. According to SUD PTT, the dramatic drowning of an undeclared subcontractor while delivering a parcel in 2013 is emblematic of the invisibilization of these workers by the La Poste group. The group has been convicted twice, a judgment that was overturned and is now being appealed.

The legal action also concerns La Poste's alleged failures to take gender-based violence into account, in particular with regard to the inadequacy of measures to protect victims. This is a worrying subject in a group that includes more than 250,000 people, the majority of whom are women.

SUD PTT also points out the responsibility of the public authorities, in particular the Ministry of the Economy as the supervisory ministry and the Caisse des dépôts et consignations as the main shareholder. La Poste group is the largest employer in France after the State. It anticipates strong growth in the parcel industry between now and 2020, and is fully aware of the massive use of subcontractors.

