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Reduction of working time (RTT)

Verified 23 July 2019 - Directorate for Legal and Administrative Information (Prime Minister)

Coronavirus: adaptation of labor law

Ordinance No. 2020-323 of 25 March 2020 on emergency measures relating to paid leave, working hours and rest days (<https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000041755940>) provides for the possibility of temporarily and exceptionally derogating from the maximum daily and weekly working time.

This derogation may not extend beyond 31 December 2020.

Reduction of working time (RTT) is a scheme which provides for the allocation of days or half-days of rest to an employee whose working time is greater than 35 hours per week. The benefit of the RTT days is fixed by an agreement or an agreement (company agreement, most often).

What is it about?

The reduction of working time (RTT) is a scheme which provides for the allocation of days or half-days of rest to an employee whose working time exceeds 35 hours per week, up to a maximum of 39 hours per week.

If you work 35 hours a week, you do not benefit from RTT days.

If actual working time is 39 hours a week, you get 4 hours of RTT per week, or half a day of RTT.

Who is involved?

The RTT agreement applicable in the undertaking determines the employees concerned.

An employee working part-time may not in principle benefit from RTT days, unless a specific company agreement so provides.

Warning

It is no longer possible to sign new RTT agreements since 22 August 2008, but agreements signed before that date and not terminated remain applicable. An undertaking established after that date may no longer enter into a specific agreement, but may apply the collective agreement or the branch agreement in force.

Number of RTT days

The number of days of RTT is fixed by company agreement.

It shall also lay down the conditions under which they may be combined:

- Or as part of a package (for example: 10 days of RTT over the year)
- Or as the hours of work are done (for example, if you work 35:30 a week, you are entitled to 3 days of RTT per year)

Remuneration

An employee who receives a day or half a day of RTT is paid.

His salary is kept in the usual conditions.

Hours worked beyond the 39-hour weekly limit are considered and paid as overtime (<https://www.service-public.fr/particuliers/vosdroits/F2391?lang=en>)

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Procedure

The procedure to be followed in applying for the days of RTT shall be laid down in the agreement or agreement applicable in the undertaking.

The Convention or Agreement shall provide for the following:

- Conditions for taking days or half-days of rest (partly at the choice of the employee and partly at the choice of the employer)
- Maximum periods within which such rest periods are taken (within the limit of the year)

Statute and miscellaneous references

Circular DGT No. 2008/20 of 13 November 2008 on the Act of 20 August 2008 on the renewal of social democracy and reform of working time

- (PDF - 4.6 MB) (http://circulaire.legifrance.gouv.fr/pdf/2009/04/cir_2422.pdf)