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France Makes Pay Amendment Binding Across Its Wine and Beverage Industry

A ministerial order extends negotiated salary and job-classification rules to all employers covered by the national labor pact.

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France has extended a pay and job-classification amendment to the national collective labor agreement that covers much of its wine and beverage industry, making the measure binding across the full scope of the sector rather than only on companies

represented in the original negotiations.

The order was signed in Paris on Sept. 22 by the minister of labor, employment and insertion and published on Sept. 30 in the Official Journal of the French Republic, according to the official legal database Légifrance. It extends Amendment No. 16, dated July 9, 2026, to the national collective agreement for wines, ciders, fruit juices, syrups, spirits and liqueurs of France, listed as agreement No. 493.

Under the text, the amendment now applies to “companies and establishments” that fall within the scope of that collective agreement. In practical terms, that means the negotiated rules on salaries and professional classification are no longer limited to the employers and unions that signed the amendment. They become mandatory across the sector covered by the agreement.

The order itself is brief. It cites the opening of negotiations to modify the national collective agreement, recorded by France’s Directorate General of Labor on July 6, 2026, and refers to Amendment No. 16 of July 9 on salaries and professional classification. It also cites provisions of the French labor code, including Articles L. 2261-15 and R. 2261-5, which govern the extension of collective bargaining agreements and amendments.

French collective bargaining often works in two steps. First, employers’ organizations and labor unions negotiate an amendment. Then the Labor Ministry can issue an extension order so the negotiated terms apply more broadly across the industry. That process is common in France and is intended to create a common labor framework within a sector, including for businesses that did not take part directly in the bargaining.

In this case, the sectors named in the agreement cover a wide range of beverage activities, from wine and cider to fruit juice, syrups, spirits and liqueurs. The official order does not spell out the detailed salary grid or classification changes in the published text, but it makes clear that those provisions are the subject of the amendment now being extended.

That matters for beverage producers, bottlers, processors and other employers operating under the agreement because sector-wide minimum pay rules and classification standards can directly affect payroll obligations, hiring decisions and workforce planning. Depending on the content of the amended scales, companies may need to review wage tables, employee classifications and internal budgeting. The effects may be especially relevant in a fragmented industry that includes both large groups and smaller producers.

The extension also gives workers across the covered branches a more uniform framework for pay and classification. In France, professional classification systems generally determine how jobs are ranked and can influence minimum pay levels, progression and other workplace conditions tied to status or function. When a classification-related amendment is extended, employers across the sector typically have to make sure their internal job categories match the updated framework.

The published order does not announce a delayed implementation schedule. Instead, it states that the amendment is extended and that the order will be published in the Official Journal and the national database. Under France’s normal legal practice, publication is the key step that gives effect to such ministerial acts. Businesses in the covered fields therefore face immediate compliance questions once the order enters the public legal record.

For the French drinks industry, the move comes at a time when labor costs remain an important issue across production and distribution chains. Wine and spirits producers, cider makers and juice manufacturers operate with different business models and margins, but all depend on skilled labor in production, packaging, logistics, sales and administration. Any sector-wide adjustment to minimum wages or job classification can influence cost structures and staffing plans, particularly for employers with large seasonal or site-based workforces.

The order does not change the boundaries of the collective agreement itself. It applies only to companies and establishments already within the agreement’s field. But by extending the amendment to all of them, the ministry removes the possibility that non-signatory employers in the sector could remain outside the new pay and classification

rules.

The legal act was issued by the Labor Ministry and published through Légifrance, the French government’s official platform for laws and regulations. The text identifies the measure as an “arrêté,” or ministerial order, and confirms that the amendment concerns “salaires et classification professionnelle,” meaning salaries and professional classification.

Companies covered by the agreement are likely to examine the underlying amendment in detail to determine whether changes are needed in wage scales, employment contracts, payroll systems or job-mapping practices. Industry groups, human resources teams and labor advisers typically review those documents closely after an extension order, since the legal obligation now reaches the full scope of the national agreement for one of France’s broadest beverage groupings.