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**Newsletter #129 – Professional Elections – Vote CFDT! – What is the CSE?**

6 November 2023



## 2023 CSE Professional Elections !

From 9 a.m. of Thursday - November 16 until 4:30p.m. of Friday - November 17: first round of elections for members of the Social and Economic Committee, by electronic voting.

You are eligible to vote if you have, at least, three months of seniority with Amadeus. You will receive your personal credentials in your business email inbox or, by post, if your contract is suspended: maternity/paternity/adoption leave, long-term illness or pre-retirement.

Do not hesitate to ask for clarification

[Contact-us](#)



November 16 and 17 : vote for the CFDT!

[Manifesto](#)

## Why should you vote for the CFDT?

Because the CFDT defends the collective rights of employees!

Strong proposals and relay of your demands, we have negotiated and progressed in numerous areas:

In 2020 :

Negotiation and signing of the Collective Conventional Termination agreement with 3 types of departures: Professional Project, End of Career and End of Career Leave, accepted by 322 volunteers.

Would the CGT Amadeus, opposed to this agreement, have preferred a social plan? 7 of their 16 elected officials, nevertheless, benefited from it!

In 2021 :

Negotiation and signature of addendum #4 of Teleworking: expanding it to more roles, more flexibility in terms of up to 3 days and full remote

Negotiation and signing of the agreement of professional equality.

In 2022 :

Support to local negotiators of the Amadeus France merger agreement. Creation and provision of a simulator of the salary impact of the provisions of the agreement.

Agreement on professional integration and continued employment of disabled workers 2023-2025.

In 2023 :

Negotiation of mileage allowances

Profit-sharing supplement increased to €1,300

Sustainable mobility package of €500

Salary compensation for the elimination of zone 2

Negotiation and signature of amendment #5 of Teleworking

Compensation for the IP Box effect on participation

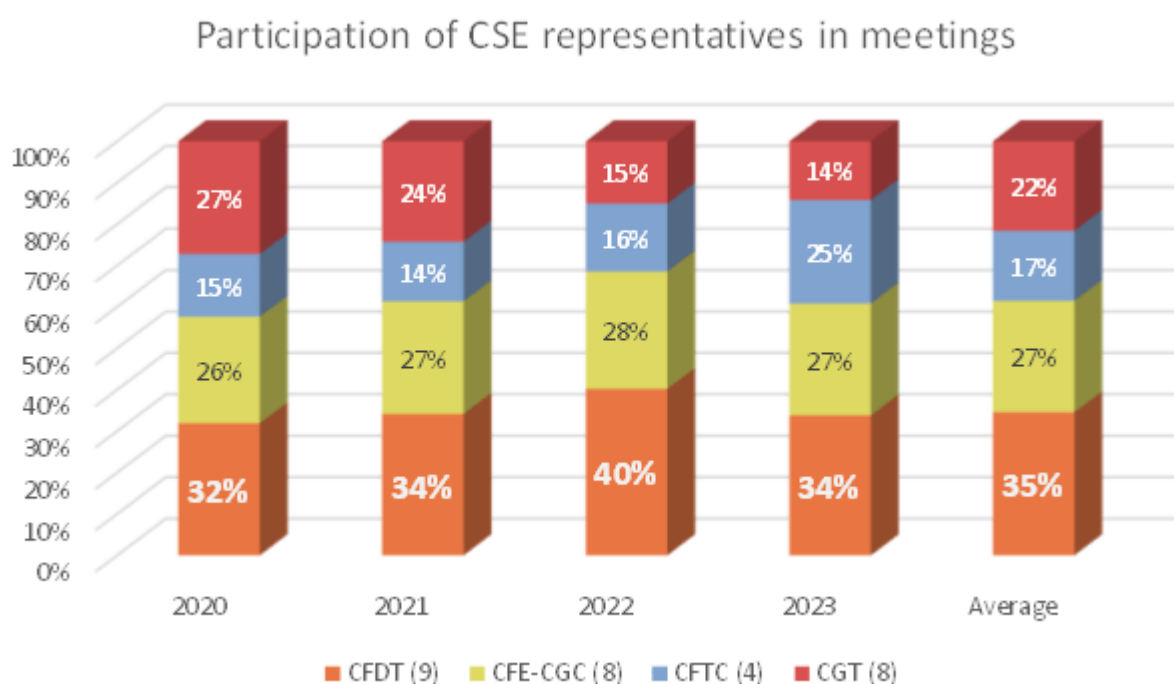
During the 2022 NAO, the CFDT had to remind all the other negotiators and put back on the table the principle of compensation for the IP Box effect on profit sharing: 19 M €, allocated in 2019, in the form of additional participation.

The CFDT consistently calls for the perpetuation of the distribution of additional profit sharing to fully compensate for the loss induced by the IP Box tax advantage, from which the company benefits greatly

Despite certain differences with other unions, we have been able to preserve an inter-union association for the defense of employees, particularly for Mandatory Annual Negotiations (NAO).

Because the CFDT elected officials are the most diligent!

CFDT elected officials have the highest rate of participation in various CSE meetings and negotiations with management, and they are committed to maintaining this level of commitment during the next mandate.



Because the CFDT takes its responsibilities when they must support or confront management

We follow a responsible, pragmatic approach to analysis and appropriate reactions to best defend your interests.

During the Covid crisis, the CFDT elected officials, in full knowledge of the catastrophic economic situation of the company and the appropriate measures taken by management, refused to use the right of economic alert. The CFDT is not involved in gratuitous, unjustified, and harmful obstruction.

The CFDT was granted, by judicial courts, the regularization of paid leave allowances (ICP), which benefited everyone.

The CFDT, and two other unions, were granted the regularization of restaurant vouchers for Paris and Strasbourg, by the judicial courts.

Because we operate as a participatory collective, united, and democratic!

The 27 elected officials will designate an office to enforce the decisions taken by the elected officials and not the opposite.

By its internal regulations, the CSE has Working Groups. We will ensure compliance with their operation. They will no longer be misused for making arbitrary office decisions, without real consultation with all elected officials.

The CSE mandate report is not the fruit of the work of the members of the office alone but that of numerous elected officials and those working within the Commissions and Working Groups.

Because the CFDT is always there when it comes to listening and supporting employees who need it

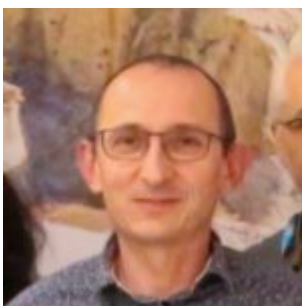
Our priority is you! Defend and represent Amadeus employees, in compliance with labor law, to improve working conditions

The CFDT Amadeus is a team with various business roles and nationalities, which can rely on strong national infrastructures established throughout the territory, as close as possible to the local realities.

Because the CFDT is always transparent and tells the « truth »

The CFDT Amadeus is not the engine of alarmist and anxiety-provoking rumors, but regularly informs you, through its website, of its current actions and the reality of the social and economic situation of the company.

To protect the environment, we prefer to communicate electronically. Don't hesitate to share it with your colleagues.



Jean-Christophe  
AGUILAR

Social & Economy



Géraldine  
BRUNSTEIN

Social & Cultural Activities



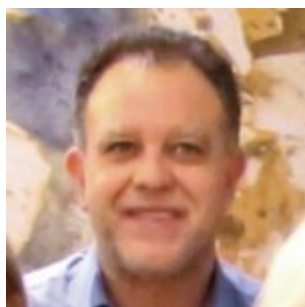
Lionel  
MASSAT

Social & Cultural Activities



**Bintou**  
**BOUKAR**

Health & Safety  
Paris site



**Alex**  
**BRAN**

Social & Economy  
CE European



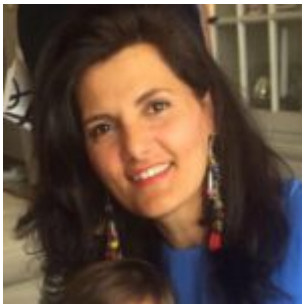
**Mardjan**  
**SARRAFAN**

Social & Cultural Activities  
Communication



**Denis**  
**GIBERT**

Rights of employees  
Paris&Strasbourg referent



**Caroline**  
**ASTANI-VIEL**

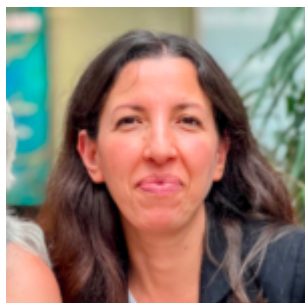
Social & Cultural Activities



**Luiz**  
**AREAS**

International referent





Malika  
SADI

Health & Safety  
Paris site



Jean-Pierre  
BOUTHERIN

Communication



Ghislaine  
BEL-GENOVESI

Social & Economy



Julien  
HUE

Rights of employees



Rachel  
MATTEO

Social & Cultural Activities



Emile  
DE WEERD

Social & Economy



David  
BRIOIS

Social & Economy



Yves  
MATHIEU

Health & Safety



Romain  
ANDRÉ

Social & Cultural Activities



François  
AUBRY

Union Representative



## What is the CSE?

The **CSE - Social and Economic Committee**'s mission is to ensure the collective expression of employees, allowing their interests to be considered on the following themes:

### Health & Safety

To ensure collective and individual quality of life and assist all employees:

Health, Safety and Work Conditions Commission  
Social body and harassment representatives  
Social Assistance working group

### Social & Economy

To ensure the proper functioning of the company:

Mandatory information and consultations: Strategy, Economy & Salary Policy  
Mandatory commissions: Economy, Training, Professional Equality & Housing  
Working groups: Restaurant, Mutual & Insurance

### Social & Cultural Activities

To organize activities for employees and beneficiaries:

Markets Commission  
Working groups: Holiday activities, Children's activities, Ticketing, Clubs & events,  
Buildings, Communication

### Rights of employees

To represent and defend their interests

Individual or collective complaints  
Defense of the employee  
Application of regulations relating to labor laws and social protection  
Compliance with conventions and agreements applicable in the company.

The **term** of office is 4 years, and the Amadeus CSE is:

Made up of **27 titular** elected officials, and 27 substitute elected officials elected by employees

Assigned offices for: secretary, treasurer, assistant secretary & assistant treasurer

**Publication** of the Minutes (PV) on the Néo CSE Minutes page.