



COMMUNICATION
CONSEIL CULTURE

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LA F3C CFDT VOUS SOUHAITE UNE BELLE ANNÉE 2024



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31 January 2024

The Amadeus CFDT section wishes you a beautiful and happy new year 2024.

At the start of your new mandate at the CSE, the entire team remains by your side to defend your rights and improve your life at work.

Our ambition is to have a more socially equitable and more ecological society. Our commitment is for you and we act for everyone!



Mandatory Annual Negotiations – NAO 2024

All the unions have united in an inter-union on the themes of remuneration and sharing of added value. You will find the January 23 email addressed to management, in this inter-union press release.

POLITIQUE SALARIALE 2024

LETTRE DE L'INTERSYNDICALE À LA DIRECTION

Au moment où s'ouvrent les négociations sur les augmentations de salaire pour 2024, notre entreprise enregistre des résultats financiers excellents. Signe de la bonne santé d'Amadeus, la direction a décidé de verser 1 300 millions d'euros en dividendes et rachat d'actions aux actionnaires, un record.

Après des années d'efforts sous la pression des impacts de la pandémie de Covid sur notre industrie, ces résultats remarquables devraient également et logiquement bénéficier aux salariés dont la rémunération a souffert du gel des salaires pendant deux années consécutives et d'une inflation galopante. Tandis que l'inflation progressait fortement sur la période, les salaires Amadeus évoluaient, en moyenne, moitié moins vite.

Vous proposez aujourd'hui une enveloppe globale d'augmentation salariale de 3,5% qui est inférieure à l'inflation 2023 quel que soit l'indicateur considéré (IPC, IPCH ou inflation moyenne 2023). Votre proposition est en décalage avec les besoins et les aspirations des salariés, et davantage encore avec les moyens financiers dont dispose Amadeus. Elle laisse peu d'espoir à un maintien du niveau de vie pour la grande majorité des salariés Amadeus, et encore moins à une progression réelle des salaires.

Dans la continuité de ces dernières années, vous proposez également une enveloppe supplémentaire d'augmentation de salaire — dont le montant ne nous a pas encore été communiqué, pour une catégorie de salariés affectés aux projets d'importance prioritaire. Vous favorisez ainsi une différenciation qui s'accroît d'années en années entre les salariés en fonction de critères indépendants de leur performance individuelle. Nous ne pouvons accepter que selon l'équipe et le projet sur lequel les salariés sont affectés, les enveloppes d'augmentation de salaire soient différentes.

Nous rappelons également que l'entreprise dispose de moyens incitatifs forts pour assurer la reconnaissance des employés « key contributors » au moyen des promotions (hors budget des augmentations de salaire) et des bonus.

Nous demandons une hausse significative de votre proposition et l'intégration de l'enveloppe supplémentaire dans l'enveloppe globale pour assurer aux salariés Amadeus une progression réelle de leur salaire.

Le 23 janvier 2024

Suite à ce courrier, la direction a revu sa proposition d'enveloppe d'augmentation individuelle à **3,8%**. Elle ne précise ni le montant de l'enveloppe d'augmentation supplémentaire ni ses critères d'attribution qui restent discrétionnaires. **Cette politique salariale est en décalage avec**

- les excellents résultats d'Amadeus ;
- l'inflation 2023 qui s'établit à **4,9% selon l'INSEE** ;
- les ambitions et objectifs du projet phare du Groupe pour 2024 « SHIFT3 » visant une **augmentation de la productivité des employés**, allant jusqu'à 30% dans certains départements !

La direction ne peut pas à la fois exiger une augmentation de la productivité et baisser les salaires réels ! Il faut revoir les augmentations à la hausse !

The CFDT has sent proposals on other subjects (professional equality between women and men, Quality of Life at Work - QVT, Working time) to management and we are awaiting their return.



January 11 and 26 CSE in brief

On the agenda of these first two CSEs, there was :

Designation of members of the office secretary, treasurer and their deputies, [elected CSE page](#)

The CFDT would have preferred that the resulting representativeness of the employees' votes (CGT 35.9%, CFE-CGC 25.4%, CFDT 21.8% and CFTC 16.9%) be reflected in the composition of the office, so that the values of each union are

represented. This was not possible since the other elected officials dismissed the CFDT, the office being made up of 1 CGT, 1 CFE-CGC and 2 CFTC.

Designation of members of mandatory commissions:

Economic commission, CFDT representative: Jean-Christophe Aguilar (Nice)

Health, Safety and Working Conditions commission-CSSCT, CFDT representative: Bintou Boukar (Paris), Géraldine Brunstein (Nice)

Professional Equality commission, CFDT representative: Malika Sadi (Paris)

Training commission, CFDT representative: Alex Bran (Nice)

Housing Information and Assistance commission, CFDT representative: Alex Bran (Nice)

Markets commission, CFDT representative: Lionel Massat (Nice)

The modification of the Internal Regulations – RI of the CSE with the following changes:

The Secretary now benefits from a permanent mandate from the Committee to represent it during legal actions.

Working group :

8 members maximum instead of 10

The meetings will be initiated by the office instead of the group representative.

Social Assistance working group: increase in the ceiling

Removals of two working groups: Communication and Buildings

If you would like to get involved in one of the working groups below:

Restaurant (minimum meeting twice a year)

Mutual and Provident Insurance (minimum meeting twice a year)

Holiday Activities (meeting 2-3 times a year)

Children's Activities (meeting once per quarter)

Ticket sales (meeting 2-3 times a year)

Clubs and events (meeting 2-3 times a year)

Don't hesitate to let us know

[Contact-us](#)

Health & Safety

The last meeting of the Health, Safety and Working Conditions Commission (CSSCT) was held on December 14, in Strasbourg, with the elected officials of the previous

mandate, the report of which was presented to the CSE. A statement from the staff representatives was made on 14 December and presented to the newly elected members on 26 January.

Social & Economy

Social Part:

Teleworking & Transport allowance :

Effective January 1, implementation of the agreement signed at the end of the year and all employees can update their new positioning.

Sustainable Mobility Package – FMD: a Sworn Statement is required for:

All personal bicycles (electric or not).

Klaxit carpooling with the registration certificate. Audit control checks may take place during the year.

Mobility can be updated every month for adapted lump sum compensation

Significant improvement of the Nice Shuttle in terms of their capacity and more stops

Restaurant :

Nice :

Change of providers took place on January 2. A 6-month adjustment phase is underway. Details page Restaurant Bel-Air and Restaurant de Sophia

The amount of admission depends on the level of attendance at each site

For staff: 100% taken by Amadeus

For on-site consultants: €5.2 for the consultant, beyond that by Amadeus

Paris: Undergoing change but still being an inter-company restaurant, decisions will be announced in July.

New hires event at the end of 2023 brought together around 250 people. For 2024, management's objective is to retain the workforce.

Economy part :

Business is practically back to 2019 levels before the COVID.

The elected representatives voted in favour of Egide Expertise providing support for the mandatory annual consultation on the company's strategic orientations.

Social & Cultural Activities

Holiday activities:

Winters: all stays, weekends or rentals are full (Ski or others)

Spring: the CSE d'Auron and Foux d'Allos apartments are open, 1st come / 1st served

Summer: open for registration until mid-February

Clubs :

Cuisine: new partnership with a pastry chef in Antibes

Sewing: currently being changed following the departure of the service provider

Events opening for registrations for

Cannes Orchestra on March 23

Ceramic workshop at CSE main site

OGCN-Monaco meeting on February 11, in VIP

Employees' rights

Acquisition of paid leave during long-term sick leave: Management refuses to apply the case law of the Civil Court of Cassation, Social Chamber, September 13, 2023, 22-17.340 22-17.341 22-17.342, Published in the bulletin.

The Minutes of November 24, December 15 and January 11 have been validated and should be accessible soon on the Néo CSE Minutes page.



Did you know ?

On all sites, the Concierge Service offered by Management is provided by the same service provider. It offers you new services that you will find on the [Néo Conciergerie page](#).