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11 April 2024

Salary Increases and Bonus Calendar:

End of April : Your salary increases and your individual bonus on your pay slip.

From May 2 to May 21: An email with 3 arbitrations: your participation, your group bonus (Amadeus Performance Plan - APP, in the form of profit-sharing), and your profit-sharing supplement of 1,300 €.

By default, everything is placed in the secure fund.

Can be unlocked in whole or in part (subject to taxes).

From May 22: Validation of choices.

Around May 27: Payment of any funds released.



Result on the Mandatory Annual Negotiations

The NAO 2024 was unsuccessful, no union signed an agreement.

A unilateral management decision was taken during the negotiation for the salary policy

The negotiation did not live up to expectations. All of our requests were rejected:

- Salary increase supported by the inter-union

- Compensation for the IP Box effect *

- Revaluation of penalties unchanged for 12 years

- Increase in the PEE contribution

...

with the exception of a few marginal measures, such as, the 7th day of seniority, for those with 35 years of seniority.

You will find details of the CFDT's requests and management's responses (French version only).

We remain at your disposal. Do not hesitate to contact us with any questions or to provide us with information.

[Contact-us](#)

** The IP Box allows income from transfers / concessions / sub-concessions of intellectual property rights (patents, software, plant variety certificates, industrial processes, etc.) to be subject to a reduced tax rate: 10% instead by 25%. Intellectual property taxation operates according to an exercise of option mechanism. The IP Box is governed by article 238 of the General Tax Code.*



February 23 and March 29 CSE in brief

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

Designation of members of working groups:

Social Assistance, CFDT representatives: Géraldine Brunstein (Nice) & Bintou Boukar (Paris)

Restaurant, CFDT representative: Véronique Thevenet (Nice)

Mutuelle and Pension, CFDT representatives: Jean-Christophe Aguilar (Nice) & Denis Gibert (Paris)

Vacation activities, CFDT representatives: Lionel Massat (Nice) & Véronique Thevenet (Nice)

Children's Activities, CFDT representatives: Caroline Astani-Viel (Nice) & Malika Sadi (Paris)

Ticket sales, CFDT representative: Géraldine Brunstein (Nice)
Clubs and events, CFDT representatives: Géraldine Brunstein (Nice),
Mardjan Sarrafan (Nice) & Denis Gibert (Paris)

Thank you to the non-elected employees who joined the working groups following the call for applications made in our previous newsletter.

Appointment of Denis Gibert (Paris), as member:
Of the Economic commission
Of the Training commission

Denis was appointed by the CFDT union as an alternate representative of the European CE, as a backup for Alex Bran, incumbent.

Health & Security

The 1st **Health, Safety and Working Conditions Commission** (CSSCT) meeting took place on March 7, the following subjects were discussed:

Return to face-to-face & evolution of space sharing
Update on restaurants & cafe rooms
Update on the new concierge services
Traffic problems in Bel Air, bicycle, or car
Medical center in Nice: visits are made temporarily off-site with an AMETRA doctor in Sophia-Antipolis
Update on the various building works (green spaces, lighting, 5G antenna installation project, Hélios project - making buildings Green)
Update on work accidents

If you have any comments and/or questions, do not hesitate to contact us and we will pass them on to the Health, Safety and Working Conditions Commission.

Social & Economy

Partie sociale:

The annualized part-time campaign for the period from June 2024 to May 2025 is open until April 30 (+4 weeks or 90.74% or +4 weeks and every Wednesday or 72.59%). Agreement or refusal communicated around May 23.

Closure of buildings (see information from People & Culture of February 26):

Paid Leave: the following days will be automatically added to workday during June 2024

Friday August 16, 2024 (1 day of CP)

Monday December 30, 2024, to Friday January 3, 2025 (3.5 days of CP)

** These days may be modified in agreement with the manager.*

The afternoons of December 24 and 31, 2024 are taken from the RTTs for the period June 2023 - May 2024 (1 RTT)

Paris: adaptation during the 2024 Olympics period between mid-July and mid-August. Favor the installation of CPs, RTTs or teleworking (consider using 'work from anywhere' so as not to be limited by the compensation ceiling).

Paris and Strasbourg now have CSE and Concierge information panels in their coffee rooms like those existing in the Nice sites.

Pre-retirement plan: of the 49 applicants, 42 were confirmed, 7 withdrew. Pre-retirees will not have an increase and those who have worked at least 4 months will have their 2024 individual bonus in proportion to their work.

Economics:

Unanimously, the present elected officials (25/27) voted favorably for the company's 2024 strategic orientations, following the presentation of the expert mandated by the CSE.

The company's 2023 results were published on February 28. The company's situation has returned to similar results and a lower level of debt than before the health crisis.

Social & Cultural Activities (ASC)

The new members of the children's activities, vacation activities, ticketing and clubs & events working groups have been brought together. A presentation of the CSE and the budget of each group was made to them. Needs studies are underway to be able to make proposals that meet employee expectations as closely as possible.

Ticketing :

Reimbursement of annual sporting activities up to 80 €/year

Concert Club : « Festival Jazz Juan » and shows in Cannes are open for sale.

Ski pass : reimbursement of ski passes with the exception of Orcières, the limit of 6 ski passes is until April 22.

Vacation :

A few weeks of summer rentals are still available: 1st come / 1st served.

Holiday voucher and/or culture voucher, possible to order until June 30, 2024.

For the end of 2024, short stays are planned in Prague for All Saints' Day and a weekend in London in December.

Children's activities :

Reimbursement of extra-curricular activities 2023-2024, request until June 30, 2024.

Paris and Strasbourg: Reimbursement on invoice for children's activities during their school holidays is possible. All you have to do is carry out the activity during one week of the holidays and then submit within 15 days after the school holidays: the invoice and certificate of attendance.

Events :

Various day outing options can be booked. 1st come / 1st served (Catamaran, Laser tag tournaments, Sports shooting or Escape game in the Pignes train).

Save the date: September 7 to enjoy, with families or not, the private Aquasplash day in Antibes.

Clubs :

Study of new requests for the creation of Clubs:

Nice : Kayaking at sea, ...

Paris : Yoga and Pilate classes in the CSE premises.

Study on the needs of sporting activities.

Employees' rights

Management has confirmed that there is no salary ceiling per grade beyond which an employee could no longer be increased.

The Minutes of January 26, February 23 have been validated and are accessible on the Néo CSE Minutes page.



Did you know ?

The CFDT S3C Côte d'Azur Union informs you of legal advice on labor laws.

Why? Don't keep with your questions to yourselves, come ask them to get answers.

Who? All employees in all areas, whether Union members or not.

When? Every Tuesday and Thursday morning from 9 a.m. to 12 p.m.

How?

By telephone at 06 95 71 45 77

On site: at the Union premises in Sophia-Antipolis, in Garbegaire - Rue de la Bastide Vieille 06560 Valbonne

AGIR et SOUTENIR, rejoignez le 1er syndicat de France.

ACT and SUPPORT, join the 1st Union in France

We'll be stronger together!!!

JOIN US!

Acquisition of paid sick leave beyond 90 days: See the national inter-union press release CFDT, CGT, FO and CFE-CGC of March 18, 2024.