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12 September 2024



Pour un **partage plus équitable**
de la valeur créée par tous !

Que sais-tu vraiment de la politique salariale 2023 d'Amadeus en France ?

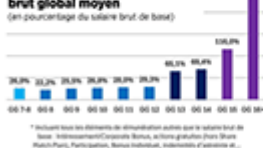
1. Introduction et données de base

Cette analyse a vocation à donner une **perspective inédite** permettant d'apprécier la **valeur relative** que l'entreprise reconnaît à chacun. Elle est basée sur les **informations fournies par la direction aux élus CSE** dans le cadre de l'information sur la politique salariale Amadeus sas - France pour l'année 2023.

Echelle de rémunération brute globale moyenne



Complément de rémunération* brut global moyen (en pourcentage du salaire brut de base)



Corporate bonus (APP)



IP Box vs Participation

L'IP Box permet de soumettre les revenus de brevets, concessions, sous-concessions de droits de propriété intellectuelle (brevets, logiciels...) à un taux d'imposition réduit de 10% au lieu de 20%.

Impôts
10%
au lieu de 20%

Ce dispositif fiscal a pour effet de **réduire le montant de notre participation** aux bénéfices de l'entreprise.

Enveloppe participation
-21 M€

Sur l'exercice 2023, il a permis à l'entreprise une économie de plus de 25 M€ d'impôts et de plus de 21 M€ sur notre participation 2024 !

C'est donc 7,50% du salaire annuel brut de base, soit plus d'un mois de salaire net par personne, qui n'a pas été versé en mai 2024 à cause de ce dispositif.

Participation individuelle
-1 mois
de salaire net !

Ce manque à gagner avait été compensé par la direction en 2020.

Voir éléments dans la déclaration de la CFDT 2024/25 PROCEC VASISAL, Réunion du CSE 25 avril 2024 (page 7).

Uniquement conditionné par la réalisation d'objectifs collectifs compagnie.
Pourquoi tant d'inégalités ?

How much do you really know about Amadeus' pay policy in France?

The Amadeus CFDT has produced an analysis* designed to provide an unprecedented perspective from which to appreciate the relative value that the company places on each individual.

* Secure file with the password displayed on the CFDT's union notice boards:

Nice - Sophia-Antipolis: just to the right after the badges at the main entrance

Nice - Bel Air: Opposite the restaurant entrance

Paris: corridor leading to the CSE ?

Strasbourg: In the coffee room (SXB234-236)

Otherwise, contact us via Teams.

[Read analysis \(in French\)](#)



LE PARTAGE DE LA VALEUR AJOUTÉE DANS LES BUREAUX D'ÉTUDES



Bureaux d'études: The CFDT is taking action on employees' purchasing power!

Have you signed the [petition](#) for:

A fairer sharing of value and an increase in wages.

Real wage negotiations in our company that take into account the difficulties employees face in the face of inflation.

A fair share of the wealth created in our company through social dialogue.

To have a budgetary envelope dedicated to a general increase.

Full pay equality between men and women through specific budgetary measures.

An increase in a freed minimum wages to offset the disastrous impact of inflation on employees' purchasing power.



Mutual and Provident Insurance

Consultant broker and administrator Willis Towers Watson – WTW has presented the 2023 and 1st half 2024 accounts.

The balance sheet for 2023 is still in deficit

The claims ratio (ratio of claims expenses to gross premiums) is still 110%. This is a general trend in France.

One way of saving money is for spouses who already have a mutual insurance policy to use it as a first resort. Their Amadeus spouse's health insurance could then be used as a complement, to finally benefit from maximum reimbursement.

A call for tenders is underway to renew the insurer

As a result of these recurring deficits, the insurer has decided to increase its rates. Amadeus management, which is obliged to offer group supplementary health cover to its employees, has therefore launched, with the broker WTW, a call for tenders concerning the insurer.

The aim is to minimize premium increases and/or loss of coverage.

The choice of the new insurer will be made by management before October

As the contract is underwritten by Amadeus sas – France management, it is they who decide. And the choice must be made before the anniversary date of the current contract.

We are campaigning to ensure that health cover is not downgraded.



Summer CSE in brief

What happened at the three summer CSEs: June 28, July 31, August 30

Health & Security

The SSCT Commission met on June 27 in Nice. Topics discussed were:

General points:

Follow-up on the return to 50% teleworking.

Restaurants, with the novelty of After works every 15 days during the summer.

Building information:

Workspace and review of macro-zones with buffer zones.

Work in progress follow-up.

Corporate Social Responsibility – CSR, information on the means and actions put in place for travel:

Presentation of future traffic flow with shared traffic lanes (2-wheelers and cars) at Bel Air entrances and exits.

Follow-up on the frequency of public buses serving the Bel Air and Sophia sites.

Workplace accident monitoring

You will find the minutes attached to the minutes of the August 30 CSE meeting.

The next CSSCT meetings will be held in Paris at the end of September, and in Strasbourg before the end of the year.

Social & Économie

The elected representatives present (24/27) at the July CSE voted against the 2 mandatory consultations in France on :

The company's social policy, working conditions and employment 2023
The economic and financial situation in 2023 and forecasts for 2024.

la situation économique et financière 2023 et prévisionnel 2024

The CSE's reasoned unanimous opinion on these consultations will be included in the minutes of the July 31 CSE meeting.

Another points:

The first-half financial results have been published and are good.

The Professional Equality Commission met on June 27, and the minutes are attached to the minutes of the August 30 meeting of the Works Council.

The "réfèrent au droit à la déconnexion" has been appointed (new Syntec obligation).

Le réfèrent au droit à la déconnexion a été désigné (nouvelle obligation Syntec).

Volunteer days in September in several formats.

Social & Cultural Activities (ASC)

The treasurer presented a mid-year summary of the ASC accounts:

Events and shows are very successful, and expenditure is up sharply.

The subsidy paid by the company is some 12% higher than the amount budgeted for

2024.

The CFDT hopes that this surplus will be used this year to benefit as many employees as possible.

The CSE meets employees:

Nice: Clubs and Amadeus Athletic Association-AAA days:

Sophia: Thursday, September 19, place de l'olivier

Bel Air : Tuesday, September 24, main corridor to the restaurant

Paris : CSE meeting on Thursday, September 25, between 12 and 2 p.m.

Ticketing:

This summer, the shows offered by the concert club were a great success. The concert club offers other events throughout the year, see the program on the page Spectacles.

50% refunds on annual sports season tickets up to a maximum of 80€/year are still available.

Holidays activities:

The vacation and culture voucher campaign ended on July 1 instead of August 31 last year. The actual budget used is 91% of the provision.

Winter rentals 24-25 open, registration deadline September 20.

Opening of quarter-year trips 2025 quarter-year trips 2025, registration deadline September 20.

Children's activities:

Invoice refunds for this summer's stays and camp are open until the end of September.

Back-to-school vouchers open to all children attending school:

For 2-3 year olds with school certificate, deadline October 17.

For 3-15 year olds, without a school certificate, deadline October 7.

For 16-25 year olds with school certificate, deadline November 7.

Christmas for children up to 18 will be:

Nice: Luna park Saturday morning, December 7, pending opening.

Paris: Cirque Gruss, Sunday December 8 at 2pm, registration deadline September 15.

Strasbourg: currently being finalized.

Employees' rights

If you're a part-timer, don't forget to check that the counter for the number of RTTs to be taken by the end of August 2025 is correct. The calculation is $6.5 \text{ RTTs} \times \text{your \% of part-time}$. Ex: 80% part-time, so you should have 5.2 RTTs ($6.5 \times 80\%$). If this is not the

case, don't hesitate to contact your P&C partner to update it, or contact us.

Minutes of validated CSE meetings are available on the Neo [CSE Minutes](#) page



COMMUNICATION
CONSEIL CULTURE

New Union Representative - RS CFDT



François
AUBRY

François Aubry, RS CFDT since 2021, is taking his well-deserved early retirement. We would like to thank him for his unstinting commitment over the years.

Please welcome the new CFDT RS Julien Hué, who will take over from him. It sets out the CFDT's demands to the members of the CSE.



Julien
HUÉ

We would also like to thank Ghislaine and Luis, both CFDT deputies elected to the CSE, for their union involvement and defense of your interests. They too are taking early retirement and will be able to enjoy it to the full.