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20 March 2025

Closure of buildings over the end-of-year period

Management has informed the elected representatives that the Nice buildings will be closed, and that all employees will be required to take paid leave from Monday December 22 to Friday December 26, 2025. The elected representatives will give their opinion at the next CSE.

Management justifies this decision on the grounds of Quality of Life at Work (QLW), environmental issues and management simplification. It argues that:

Closing the buildings would enable:

- Reduce energy consumption

- Services (Concierge, Restaurant, Shuttle, etc.) to be put on standby.

Imposed paid leave\* would enable:

- A shared rest during a period of low activity.

- “A break from work, with a view to resuming activity at the start of the following year under the best possible conditions.”

- Simplified management of paid leave

*\*Except in exceptional cases for business continuity (e.g. on-call) or for reasons of alternating custody.*

What do you think? Don't hesitate to let us know what you think.

Opinion on the closure of buildings



Value sharing on 2024 results

Value sharing enables employees to share in their company's performance and capital. The following schemes exist in France (French site):

Participation is a compulsory employee savings scheme that redistributes part of the company's profits to employees. Distribution is proportional to the basic salary.

Profit-sharing "intéressement" is an optional bonus paid to employees based on the company's performance or results.

A profit-sharing supplement is an optional bonus in addition to a profit-sharing scheme.

Employee shareholding is an optional distribution of company shares by the employer.

In AMADEUS France SAS, Value sharing is a Group policy that will be implemented in France in 2025 through the following measures:

Participation: 9% instead of 5.5% thanks to the CFDT's signature of the NAO 2025 agreement for partial compensation of the IPBox effect.

Company bonus (APP): According to the Amadeus group's 2024 results, the multiplier coefficient for the base bonus is 174.5% (see details in the February 28 e-mail).

This bonus depends on the Global Grade (GG):

6.98% for staff (4% x 174.5) (details in Ana Doval's e-mail of March 3)

17.45% for GG 13-14 (10% x 174.5)

26.175% for GG 15 and + (15% x 174.5)

It is paid in the form of profit-sharing, capped at 6.98%, with the remainder paid as a bonus (charged and taxed).

Employee shareholding

Allocation of free shares, blocked for 2 years for GG  $\geq$  11 when performance is assessed at EE (Exceeding Expectations) or OP (Outstanding Performances).

The Share Match Plan (SMP) should be renewed, for more information see in Presentation Guide SMP 2024-26.

The CFDT deplores the abolition in 2025 of the bonus introduced in 2020. As a reminder, the 2024 bonus was €1,300 for all (cf details in the previous newsletter). We'll be putting this issue back on the table at the next round of negotiations.



## 2024 assessment and 2025 target

Your Performance & Development Review PDR rating is directly linked to your individual bonus, which will be paid to you on your April pay slip along with your pay rise. This rating is also useful for your career and development.

If you encounter any difficulties in contesting your 2024 grading or setting your 2025 objectives, contact us in complete confidentiality and we will help and advise you.

[Contact us](#)



January and February CSE in brief

What happened at the last two CSE 2024 meetings on January 27 and February 28.

## Health & Security

The SSCT Commission met on December 19. Topics discussed included:

Information on the revision of the DUERP (Document Unique d'Evaluation des Risques Professionnels) with the help of a consulting firm.

(see [Document Unique](#) french only)

Information on the Well-being 2025 plan (see Neo page [Well-Being program](#)).

## Social & Economics

The results for 2024 were published on February 28. They have never been so good since the company was founded.

The compulsory appraisal of the company's 2025 strategic orientations has begun. Exceptionally, it will last 3 months rather than 2. Indeed, the introduction of a new technology (AI) likely to have repercussions on working conditions, requires additional time.

A representative panel of employees will be surveyed for this purpose.

## Social & Cultural Activities (ASC)

### Ticketing :

You can be reimbursed for any annual sports or cultural subscriptions you take part in for 2025-2026.

The maximum reimbursement is 50%, with a ceiling of 80€/year for each type.

*Please note: your invoices may be refused if they do not specify the annual nature of your activities.*

Reimbursement of subscriptions to theaters et sporting events and you attend for the 2024-2025 season is open until April 30.

### Vacation activities :

Don't miss the spring opening of end-of-year Holidays:

Sri Lanka trip

Weekend in Prague, Vienna and renewal of London weekend with associated show.

### Children's activities :

Registration for children's spring vacations is open until March 30.

27 birth bonuses have been awarded since the beginning of 2025.

## Employees' rights

Unused Paid Leave (CP) to be taken before May 31, 2025 will be carried over unconditionally to the following month. However, they must be paid out by the end of June 2025 at the latest, otherwise they will be permanently lost.

Minutes of validated CSE meetings are available on the Neo CSE Minutes.





Le saviez-vous ?

Have you taken the necessary steps to obtain your 2025 'transportation allowance'?

From now on, you'll need to renew an annual declaration in WorkDay on your chosen mode of transport (Cf e-mail of February 25):

Personal vehicle (thermal or electric)

Sustainable mobility package (Green incentives: Sustainable personal transport, car-sharing, public transport, bicycle leasing)

The amount of the allowance is shown on your pay slip, excluding charges and tax:

Line "Indemnité de transport"

Personal vehicle: 360€/year or 30€/monthly

'Sustainable Transportation': 500€/year or 41.67€/monthly

Public transport: 100% of your subscription based on your address and work site.

Nice: "Abonnement Envibus" or "PassSudAzur" ...

Paris: "Navigo" Pass ...

Strasbourg: "Fluo" Card or "Badgéo" Card or "Simplicités" Card ...

Line "Leasing velo"

Electric bike leasing with Amadeus covering 70% of the cost.

Don't hesitate to contact us for further information or assistance.

On April 3, Marylise Léon, General Secretary of the CFDT, (successor to Laurent Berger) will be meeting activists on the Côte d'Azur in Sophia Antipolis.

## **Why join** (only french) the CFDT?

Regardless of the site where you are a member, you can :

**Benefit from active listening** in our workplace (and at CFDT reception points). With the CFDT, **you are no longer alone** in dealing with management.

**Benefit from the network and expertise** of activists (working conditions, training, transfer, conflict, etc).

**Access the members' area** on cfdt.fr, where you will find a publications kiosk (CFDT Magazine, Syndicalisme hebdo, etc.) as well as practical services: A la carte answers, which address all your questions, including topics related to your private life.

The **cost of membership** is based on your salary, and you can benefit from a **tax credit of 66%**.

*Example: for a NET monthly salary of **€3.500**, the monthly contribution is **€26.25**, and after tax rebate, the actual cost is only **€8.99**.*

[Joins us \(French site\)](#)

[Contact us](#)