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[Newsletter #142](#) – Compensation & Rest Schedules – March-April CSE in brief – Did you know? CFDT 1st & Legal assistance

6 May 2025

Schedule of Raises and Bonuses:

End of April : on your payslip

Salary increase (2.8% envelope),

Individual bonus (5% envelope), and

If you are GG \geq 13, Company bonus supplement (APP) (10.47% for GG13-14, % for GG \geq 15)

From May 5 to May 26: Two emails with 3 arbitrations (1):

Participation of 2.84% (2). By agreement, as it is below the minimum value of 5.5%, the difference is paid as an additional incentive.

Incentive of 6.98% (Company bonus - Amadeus Performance Plan - APP) + Additional incentive from participation 2.66%.

From May 13 to June 2: An email with the arbitration (1) of the 3.5% additional participation placed in the supplementary incentive scheme obtained by signing the NAO.

The day after the allocation ends: Validation of choices and processing. Approximately 10 days after the validation of choices: Payment of any unlocked amounts.

If you do not understand the amounts paid, do not hesitate to contact us for help in clarifying them.

[Contact us](#)

(1) *The arbitrations allow you to define the payment method:*

By default, the entire amount is placed in the secure fund

They can be unlocked in whole or in part (then subject to taxes)

(2) *All employees, whether active or not, benefit from the participation; therefore, pre-retirees will receive an arbitration email.*



Schedule of Paid Leave (CPs) and RTTs

For a full-time employee present from June 1, 2024, to May 31, 2025 (reference period):

June 2025:

4.5 RTTs credited, to be taken before the end of August 2026. (Workday Rest time account)

Remaining CPs from the 2023-2024 period to be taken before June 30, 2025.

30 CPs accumulated during the reference period to be taken before May 31, 2026, if not taken in advance..

3.5 CPs automatically allocated from December 22 to 26 (building closure week) and 2*0.5 RTTs for the afternoons of December 24 and 31, 2025.

Anniversary month of your hire date: Between 1 and 7 seniority CPs credited

(+1 CP every 5 years of seniority), primarily debited during the reference period (Seniority counter S1).

For employees who are not full-time, CPs and RTTs are prorated according to the chosen modalities.

Note: When changing working hours in agreement with your hierarchy (part-time or return to full-time), all CPs (including remaining ones) are prorated. It is preferable, if possible, to make these changes at the beginning of a reference period, i.e., on June 1

New leave obtained by signing the 2025 NAO:

For a close caregiver, the provision of 5 consecutive days is also extended to relatives residing abroad.

13 days per year of menstrual leave with approval from occupational health, on a trial basis for 1 year.

1 day per year for moving with proof, starting May 1, 2025.

The [Néo 'Special leaves' page](#) provides a list of special leaves and their modalities (Sick children, Marriages/PACS-Civil Solidarity Pact, etc.).



March and April CSE in brief

What happened at the last two CSE 2024 meetings on March 28 and April 28.

The CSE has commissioned Syndex to conduct an expert assessment on Artificial Intelligence. You have received a questionnaire from Syndex (email: questionnaire@expertises.syndex.fr).

The CSE invites you to complete this questionnaire carefully and honestly (approximately 10 to 15 minutes before the evening of 16 May). All responses are confidential and will be handled exclusively by Syndex. For more information, please refer to the CSE email YP-NCE-CEInfo from Monday, May 5th.

Health & Security

The SSCT Commission met on March 27. Topics discussed included

The Single Document for the Evaluation of Professional Risks (DUERP) is currently being revised and updated following a joint review by APAVE, the elected representatives, and management. It is now divided into four separate documents, one for each site.

Repeated reorganizations and an increase in workloads seem to be causing discomfort and stress at the various sites, leading to the mention of a "Psycho-Social Risks" (RPS) alert during the meeting.

Review and follow-up on general points (Catering, vending machines, site closures, workspaces, well-being, Helios project on energy consumption, etc.)

Social & Economics

The housing committee met on January 28th. The topics discussed were:

Analysis of the 2024 service report:

Actions logements : 254 people received information through forums or webinars.

Employee services:

63 requests for housing.

56 successful requests for homeownership and renovation assistance.

84 successful requests for rental assistance.

2025 action plan for assistance logement

Maintain forums once per quarter at the two Nice sites (Tuesdays at Main and Thursdays at Bel Air) + 2 sessions in autumn on other days of the week.

Webinar on project financing advice for housing.

Financial results for the first quarter below expectations, particularly impacting the United States. The growth of 2025 investments has been revised downwards.

Increase in telework allowances to €2.7 per day instead of €2.6 starting April 1, 2025. Allowances are paid on your payslip if you have correctly submitted your time in Workday. Reminder: 'Review' + 'Submit' is imperative for complete validation of declared time.

AMA'lympic is the Amadeus team registered for the Grand Défi 2025! Over 600 KM by bike and canoe, starting May 16th from St Etienne and arriving in Nice on May 24th. Come and cheer them on upon their arrival (2:00 PM Jardin Albert 1er, next the carrousel).

Activités Sociales & Culturelles

Ticketing::

Ski pass reimbursement, deadline May 15th

Order vacation and/or culture vouchers, deadline June 30th

For summer 2025 : Jazz Festival in Nice and Antibes are open for sale.

Subscriptions for your cultural (theaters, opera, orchestras, etc.)

or sports memberships for the 2025-2026 season are opening. Keep the invoice to get a 30% reimbursement in 2026.

Vacation activities: Useful links for organizing your summer vacation

CSE Rental

Vacation discount

Order vacation

Children's activities:

Reimbursement for extracurricular activities, deadline June 30th

Registration for children in summer camps and language stays with reimbursement by the CSE

Registration for children in day camps, deadline according to the camps.

Offre pour les enfants en situation d'handicap pour des activités ou vacances adaptées.

Offer for children with disabilities

Discount enfants

Clubs & Events: A catalog of clubs and events is regularly offered on the CSE pages. Feel free to check them regularly. Upcoming events include:

Kayak club: upcoming sea and river outings cf products

Escape game in Paris on May 17th, registration deadline May 7th

Laser tag tournament in Bel Air on June 14

Soccer tournament organised by AAA in Antibes on June 14

Day with colleagues and family at Aquasplash in Antibes on September 6th, registration coming.

Employees' rights

Reminder of our April 3rd email regarding telework arrangements, concerning Ana Doval's March 20th message « Important update on our flexible working model - All employee » particularly about the minimum of 2 days on-site per

week. For France, which is complying compared to other entities in the group worldwide, the mode hybride is not being questioned and continues to apply according to the terms of the agreement with theoretical weekly reference days and monthly flexibility in agreement with your hierarchy (see agreement-amendment 5, Oct 23 – p13 Determination of telework days). However, your current arrangement could be reconsidered in case of a change of manager, position... (see agreement-amendment 5, Oct 23 – p15 and p20 for “Full Remote”).

The validated minutes of CSE meetings are accessible on the Néo CSE Minutes page.



Did you know ?

STILL NUMBER ONE!

The CFDT confirms its position as the leading union in the private sector in France! For more details, read the article by Nicolas Ballot (french only) — Published on 04/08/2025 in the CFDT weekly.



DON'T STAY ALONE!

The CFDT is committed to everyone and acts for all employees. They listen to you, advise you, and support you on labor law, legal assistance, development, training, retirement... CFDT advisors and lawyers are available for you.

For Nice: Two information and support sessions, with a defender and a lawyer present, are scheduled:

Tuesday, May 13, 2025, from 9:00 AM to 12:00 PM

Thursday, June 19, 2025, from 3:00 PM to 6:00 PM

Permanence

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06.46.85.46.36

*Sur Rendez-
vous*

07.84.76.05.53



*En Partenariat
avec :*

ZARAGOCI Avocat

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For Paris: Contact Union CFDT BetorPub:

For members: 01 42 03 89 92

For non-members: legal hotline every day from 9:00 AM to 1:00 PM
at 08 92 70 23 92 (€0.34/min)

Pour Strasbourg: Contact Union S3C Alsace:

Phone: 03 88 79 88 14

Email: alsace_at_f3c.cfdt.fr

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