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9 July 2025

The CFDT representatives wish you a great summer vacation and remain mobilized

during this summer break, particularly regarding the company's teleworking policy.

We have all recently received several emails

On [June 24 from the Group HR Director](#) , reminding us of the Group's rules.  
On [June 27 from the France HR Director](#), reminding us that France has a specific agreement signed by the trade unions, which remains valid in its application to this day.

This also confirms the information from [our latest newsletter](#) (the CSE article in brief, Employee Rights section).

However, the French management wants to comply with the Group's guidelines. To do this, they have two options:

Amend [the current agreement](#) (as was done to introduce the 50%) and obtain the signature of at least 50% of the labor unions.  
Terminate and reopen negotiations for a new agreement:  
If no agreement is signed, the terminated agreement will still apply for 15 months.  
If an agreement is reached, it will replace the old one.

During the last Works Council meeting, management announced their intention to terminate the current agreement. This calls into question the following arrangements:

60% teleworking  
Full-Remote for those who live near Amadeus sites.  
Flexibility of monthly accumulation even in case of leave due to the mandatory presence of 2 days per week.  
The European Works Council has been informed of the implementation of tools to monitor employees' workplace.

The CFDT is questioning, on the one hand, the reasons that motivate management to terminate an agreement that, according to them, still met the Group's requirements a few months ago. On the other hand, the CFDT remains adamant about respecting the legislation in the application of these tools.

We need you. Together, we will be better equipped to argue during negotiations with management and defend everyone's interests.

Please share your comments/suggestions/questions.

#### Opinions on teleworking

As a reminder, you can find information about your current teleworking options under your Workday profile -> Job. Click on the last tab 'Flexible Work Arrangement' (depending on your screen, it might be under 'More').



Paid leave imposed during the end-of-year period

Management is legally entitled to impose paid leave known as the '5th week of paid leave' under the following conditions:

- Inform and consult the CSE representatives
- Inform employees with a notice period

Management has fully complied with these conditions:

Information to the CSE on February 28 (item 5)

As a reminder, in Newsletter #141, we asked for your opinion on the project to better represent you during the consultation.

Consultation and opinion of the CSE on March 28 (item 6)

The representatives sanctioned the principle with an unfavorable opinion, regretting and disapproving the loss of flexibility while being aware of the issues related to building management.

*Note: The CSE vote is only consultative, and management can unilaterally impose this implementation.*

Information to employees by email on July 4



## May and June CSE in brief

What happened at the last three CSE 2025 meetings on May 23, June 19 and June 27.

### Health & Security

The SSCT Commission (Health, Safety and Working Conditions) met on June 26 in Paris. The report is expected in July. More information in our next newsletter.

### Social & Economics

The Economic Commission, which met on April 29, presented its report to the

representatives during the CSE on May 23.

On June 27, an expert appointed by the representatives presented the report on the company's 2025 strategic orientations, supplemented by a study on the deployment of artificial intelligence (AI) within the company.

In June and July, respectively, the assessments on the 2024 economic and financial situation and the 2024 salary policy were launched. The reports are expected in early September, with consultation and opinion at the CSE on September 26.

Once again this year, all 106 requests for Annualized Part-Time have been accepted. As this number exceeds the current agreement's quota, management wishes to reopen negotiations on the selection criteria.

88% chose option 1: 4 weeks off, which is 90.74%

12% chose option 2: 4 weeks off + every Wednesday off, which is 71.49%

The CFDT thanks management for once again exceeding the 1% quota (about 40 people). However, the CFDT will remain vigilant about the terms of a future agreement, which may be more restrictive.

## Social & Cultural Activities (ASC)

### Vacations activities :

The trips chosen for winter 2025/2026 are: Club Mauritius and a stay in Thailand. Registrations will be done in September.

### Children's activities :

ToutApprendre replaces ProfExpress. In addition to academic support, you will find preparation for the codes to obtain car, motorcycle, and boat licenses.

Events : Don't forget to sign up for the aquatic day for everyone, with or without family :

For Nice: Parc Aquasplash privatized on Saturday, September 6, registration deadline is August 14.

For Paris and Strasbourg coming soon...

### Advantages :

Cafeyn and its online press offer are renewed for one year.

On June 19, during an extraordinary CSE meeting, the CSE treasurer presented the

2024 CSE accounts. They were validated by the Statutory Auditor (CAC) and approved by the representatives present.

The Social and Cultural Activities (ASC) budget was spent at 90.46%, with a residual working capital of 30.25%.

The operating budget was spent at 75%, with a residual working capital of 202%. The transfer of 10% to the ASC account, as permitted by law, was approved.

The approved minutes of the CSE meetings are accessible on the Néo [CSE Minutes](#) page.



Did you know ?

It's time for the 3rd edition of "Coup d'boost"!

Take advantage of the CFDT discovery membership: 2 months to get acquainted.

From June 1 to September 30, 2025, the Discovery Membership allows you to benefit from up to 3 months of CFDT member services and benefits (the month of membership + 2 months): your first contribution will be deducted at the end of the second month after your membership date.

This time is offered to you to discover our organization. You will be supported by CFDT activists and have access to all our services.

After these three months:

If you wish to continue your membership with the CFDT, you don't need to do anything more: Welcome to the CFDT! Your membership is official, and you can also benefit from legal support and insurance.

Changed your mind? It's very simple: you can cancel your membership online via the contact form in your member area.

DISCOVER ALL THE REASONS TO JOIN THE NUMBER 1 UNION IN FRANCE (french only)

[JOIN US!](#)  
[Contact us](#)



If you are a CFDT member, don't hesitate to sponsor one or more of your colleagues from the Alpes-Maritimes. You will receive a €15 gift voucher offered by the S3C Côte d'Azur union for each new member confirmed after 2 months of contributions.