

Ajoutez votre titre ici

This is the last newsletter for 2021 where we provide you with info on:

- Upcoming 2022 Collect Bargaining talks (NAO).
- The new signed Gender Equality Agreement.
- And much more…

Happy holidays and enjoy the read!



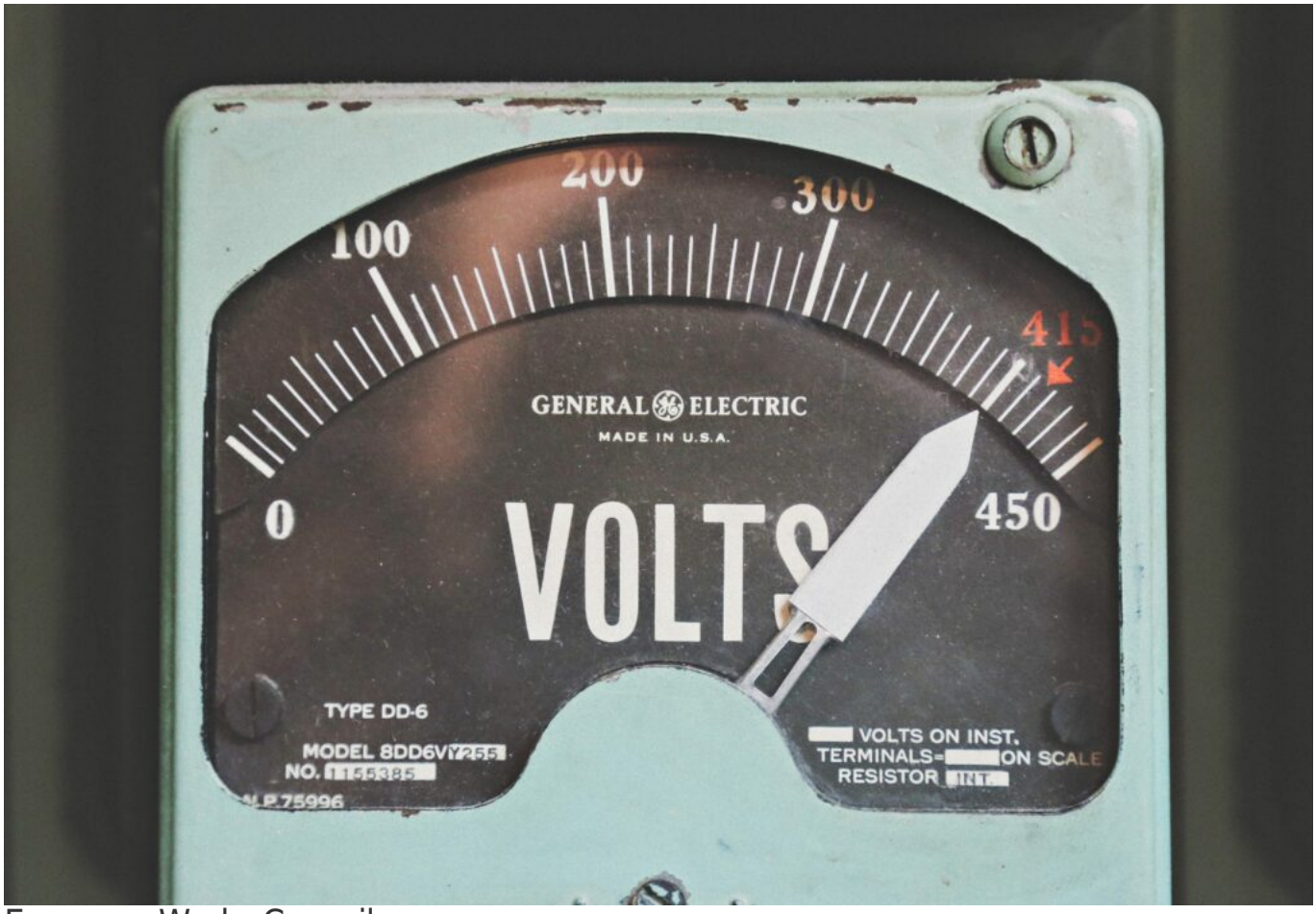
Annual organization negotiations (NAO)

Dec 9th is the start of the 2022 collective bargaining negotiations (it will last until February 2022), where subjects such as:

- Work time
- Professional equality
- Salary increase
- Bonus and participation
- Quality of work life (QVT)

Participate, share your expectations or ask questions!

Contactez-nous



European Works Council

During the two days of the European Works Council in November, many questions about employment, reorganizations, financial and business aspects of the group, SAFe, Workday, Hospitality, Nexthink, Netskope, Curiosity and the migration to the Cloud, the hybrid model were addressed.

The CFDT team addressed many points, in particular the possibility of frozen remuneration and a complicated future in view of constant reorganizations, both structurally and methodologically.

A new performance classification system for 2021 has been presented to replace the previous UN/BT/WT/ET:

UN (Unsatisfactory)
DN (Development Needs)
WE (Within Expectations)
EE (Exceeding Expectations)

OP (Outstanding Performance)

The new method of calculating the individual bonus for Global Grading 11-12 (ex levels 8-9) raises questions. These measures were decided unilaterally by the Amadeus group before the start of the NAO planned for December 9. As defined by the French Labor Code (art. L2242-8), it is within the NAO framework that the remuneration policy for employees should be negotiated.

We are waiting for more information and will be at your disposal to answer your questions.

The minutes and official report are published on Neo:

Page employee representatives in Nice
Page CSE minutes

Contactez-nous



Professional gender equality negotiations

The Amadeus CFDT have agreed to sign the new Amadeus Gender equality agreement after obtaining the following additional points to the last agreement:

- A yearly budget of 200K for salary adjustments over the next 4 years
- The possibility for an employee to request a three-way career development meeting for employees stuck at the same salary level / global grading for more than 7 years.

You can find the reports on the Neo page Report on Equal Opportunity page.

For future agreements, we have requested additional indicators to:

- Identify/monitor the causes and gender gaps
- Find areas of improvement for parity
- Implement actions for these identified areas
- Monitor these reports during the year

Although we were unable to have them included in the agreement, we obtained an agreement for their inclusion in follow-up meetings and in the meetings of the professional equality commission.

Reminder: Part-time work, maternity or paternity leave should not have an impact on your career development.

The CFDT team remains mobilized. Pease do not hesitate to contact us for more information or for support.

Contactez-nous



Survey "Return to Office" results

Thank you for responding to the Return to Site survey.
Here are the results:

Return to office
I'm satisfied 70%
Safety distances and wearing of masks
I'm satisfied 70%
Ricoh Application
I tested the application 77%
Ricoh Application

I'm satisfied 40%
Desk
I easily find a desk 95%
Hybrid model
I'm satisfied or neutral 84%
Professional/personal life balance
I'm satisfied 75%

Do not hesitate to suggest topics for future surveys😊

Contactez-nous



Did you know?

Your unrecovered personal belongings will be discarded in early 2022! Make an apointment now with the Hotline (yp-nce-b&f-hotline@amadeus.com) to pick up your belongings at the Training center of your site.
The 24th and 31st of December are non-working days for Amadeus employees. 1/2 day offered by the management and 1/2 day of compulsory time off.
Are you lost when trying to figure out the meaning of the new organizational

acronyms? You are not alone! Bookmark this page « Organisational Chart » for help.



2021 Summary of the CSE Social and Cultural Activities

The CFDT team is happy to have participated in the various actions and evolutions made in 2021 on the social and cultural activities of the CSE, thanks to your feedback and suggestions.

Some achievements:

Improved access to information via the redesign of the CSE website.
All family members can now have access to family events. Details on the page rules events.
Standardization of rules for all categories of travel. Details on the page vacation rules.
Adapted vacation rules: Enables families with a disabled child to accompany their child on stays in accommodations labeled « Tourism and Disability ».
New Liberty discovery pass introduced since the return on site.
Exceptional supplement on back-to-school vouchers and Christmas gift vouchers for employees, which can be ordered here until December 21st.
Exceptional Covid participation on your leisure activities during your vacations.
Exceptional participation on stays in Luxury hotels or for the rental of camping-cars, until end of December 2021.
The Christmas show « Santa’s postman » at Anthea for children under 10.

We remain more than ever attentive to your needs in order to further improve the

offers of the CSE.

Contactez-nous