

Ajoutez votre titre ici



Compulsory Annual Negotiation Point 2023

The news of the last few weeks within Amadeus has mainly focused on the Mandatory Annual Negotiations.

The CFDT Amadeus section was the driving force within the intersyndicale in the development of the arguments for requests related to salary increases, proposing, in particular, a minimum amount of uniform increase in order to offset the effects of inflation.

In the midst of Mandatory Annual Negotiations, management unilaterally made a decision on salary policy and declared an end to negotiations on the “remuneration and sharing of added value” aspects and communicated it to all employees.

Management is however not supposed to ignore article L2242-4 of the Labor Code. « As long as the negotiation mentioned in articles L2242-1 and L2242-2 is in progress, the employer cannot, in the matters dealt with, take unilateral decisions concerning the community of employees, except if the urgency justifies it. ».

The inter-union is not in favor of legal action, therefore, the CFDT is studying the follow up actions against this violation of the loyalty to the NAO.

To date, all the unions’ demands have been rejected.

Management wants to renegotiate mileage and telecommuting allowances. They are leaning towards the following:

> A stronger incentive to use “green” means of transport by a substantial disengagement in terms of reimbursement of allowances linked to individual vehicles (removal of zone 2, introduction of a sustainable mobility package, etc.)
> To abolish the current teleworking monthly flat rate (20+10 €) in favor of a flat rate of 2.60 € per teleworking day.

The CFDT remains mobilized, do not hesitate to send us your comments or suggestions.

Contact-us (confidentiality guaranteed)



CSE of March 31st in brief

Presents : 7 CFDT, 4 CFE-CGC, 4 CFTC, 2 CGT

New appointments of representatives to the European Works Council:

Alex BRAN for CFDT
Sylvain GIMENEZ for CFE-CGC



Alex
BRAN

Updates from the Président:

The Hélios project for the reduction of the carbon footprint is moving into the implementation phase and this will be done in three stages and over three years:

Step 1 : now
Thermal insulation works of the old buildings of Bel Air
Geothermal test to validate geostorage performance
Step 2 : next year, if the test is conclusive, implementation of a 100th geostorage
Step 3 : installation of Photovoltaic BA and Sophia

Other ongoing projects:

Welcome to the beehives on the Bel Air site. Take good care of bees, which do essential pollination work for biodiversity.
Toffee is the first blind guide dog trainee at Amadeus!
Congratulations to the 16 runners for their participation in the Special Sophia Olympics, on March 31

Events to come:

The Sophia games will take place from May 29 to June 29. As in previous years, the management is done by Amadeus Athletic Association – AAA and the management participates in the costs.
The great handicap sports raid challenge takes place from June 2 to 10 from Rouen to Rennes with two Amadeus teams made up of two people with disabilities and two able-bodied.
Summer party is confirmed but awaiting date

Information from the Secretary:

The recruitment of a new part-time employee has begun for a CSE position at the ticket office and at the offices of Bel Air, Paris and Strasbourg.

Ticket Office:

About 8,000 ski-passes sold, refunds are always possible for up to 6 unused ski-passes until April 28 for Auron/Isola, La Foux d'Allos, Valberg.

Benefits:

384 orders for CESU Universal Services Employment Vouchers in the 1st campaign. The 2nd campaign is in progress until June 7th included.
726 orders for Chèque-vacances Connect ANCV, open until August 31 inclusive.
124 orders for Cultural Voucher, open until August 31 inclusive.

The last two Minutes have been validated and will soon be visible on the CSE Minutes publication page



Le saviez-vous ?

You are required to take your paid leave expiring on May 31, 2023 before this date. A postponement of this date is possible

Until the end of June, within the limit of 5 days
Beyond that, talk to your manager

Annualized Part-Time, an option for your work-life balance organization, is open for the next period (June 2023 – May 2024) until April 30:

Choice 1 (4 weeks not worked): 90,74%
Choice 2 (4 weeks + Wednesdays not worked): 73.24%. This % varies from year to year since it depends on the number of public holidays on

Wednesdays.

When switching to part-time, regardless of the type of part-time:

the paid holidays acquired and to be acquired are prorated on the date of the transition from full-time to part-time to maintain the 6 weeks of paid holidays per year. Consequently, if your part-time period is not that of the acquisition of paid leave (June to May):

Take all paid leave from the previous period before the change.

It is preferable to subscribe to a part-time over a full year.

When returning to full-time, paid leave is again prorated on the date of transition from part-time to full-time. .

ask to maintain full contribution towards your retirement based on your full-time salary. This will involve a reduction in net. This option does not apply to the SOGECAP supplementary retirement.

Device Buy-back program for computers and professional telephones, here are the general rules:

Open only to permanent Amadeus employees.

This will only applies to the material you have used.

Before redemption opportunity, the replacement of this equipment, whatever the reason (theft, failure), causes the benefit of the device to be lost because new equipment will be allocated.

The equipment will be purchased from an “Olinn IT” broker who will set the purchase price.

The hardware will be “cleaned” and formatted of any Amadeus configuration.

A Windows license for computers will be expected, as well as a factory reset of phones will be performed.

For employees leaving on retirement, the retirement date and change of equipment date must coincide.

Have you received an estimated replacement date for your equipment?

All the details of the device for Nice/Issy L. M. and Schiltigheim can be found in this link “Buy-Back Policy”. Many answers are also available in the chat on the dedicated Neo page.



Become a member of the CFDT

The Fédération Communication Conseil Culture (F3C) has launched the spring unionization campaign from March 20 to June 22 – 2023, in order to publicize all the advantages of being a member of the CFDT:

> It is of course to benefit from the entire network and expertise of CFDT activists to advise and support you, help you and guide you in your professional career (working conditions, training, transfer, remuneration, conflict, etc.).
> It means giving weight to your union in negotiations and consultations with employers and the State, to defend the rights of all employees, as well as in the professional branches where collective agreements are negotiated.
> It also means having access to a range of personalized and multi-channel services, insurance, publications, training, support, etc…

More details in the French brochure “La CFDT à mes côtes au quotidien”

Don’t wait any longer, get closer to the CFDT Amadeus team.

It's spring time, smile and join us!

You are already a member and you are based in Nice?

The Syndicat Communication Conseil Culture (S3C) Côte d’Azur offers you a voucher of 15 E for any sponsorship of a new member.