

## Ajoutez votre titre ici



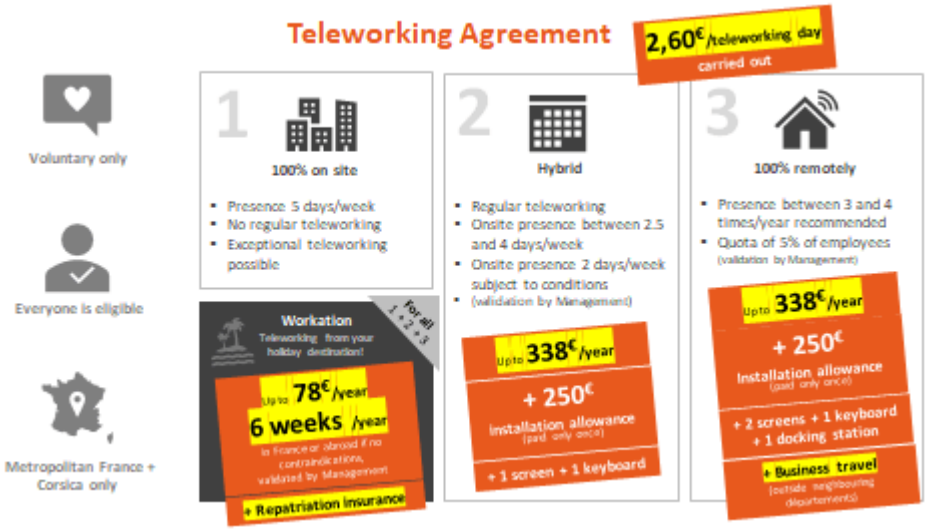
After more than 10 months of negotiations, agreements regarding the evolution of teleworking and transport allowances were reached between Management and the Union Organizations.

Effective from January 1, 2024



## Amendment to the teleworking agreement

Amendment #5 to the teleworking agreement was signed by the four.




No change to maintaining flexibility over the month. It is always possible to do this in agreement with your Team and Manager.

The differences compared to newsletter #126:

- Addition of the new modality of 50% with 2.5d/s or 3-2d/s
- Eligibility conditions for hybrid mode at 60%
  - Employees who have no Team members at the same site
  - Employee or parent of a child with Recognition of Disabled Worker Quality (RQTH)
  - Employees who are “Caregivers” requiring adjustment to their presence

on site (caregiver link)
Employees living, as of December 31, 2023, more than 90 km round trip from the workplace
Exceptional transition for all employees with children under 12, until June 30, 2024.

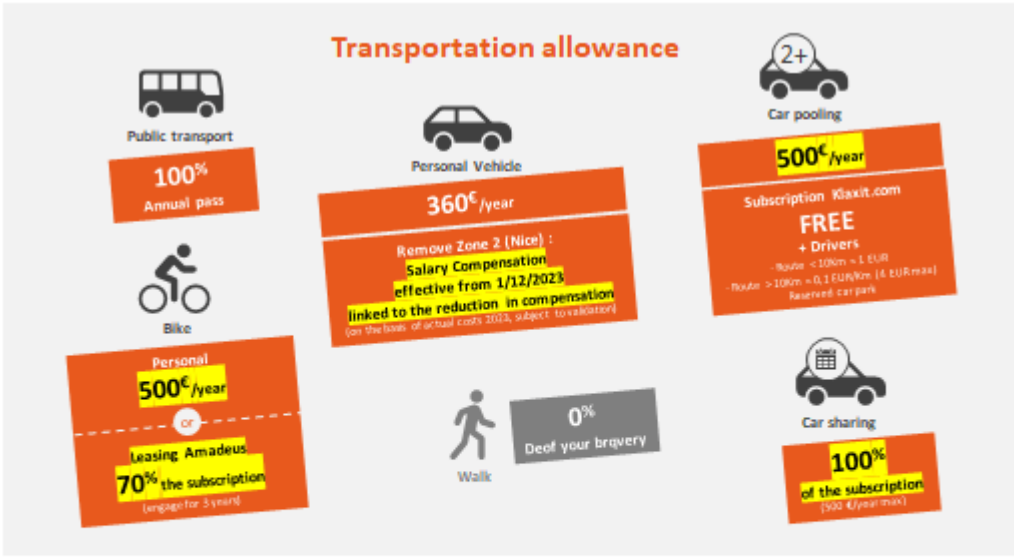
Extension of the full remote reversibility period (notice) to 3 months instead of 2.

Contact us



## Change of transportation allowance

The decision to change transport allowances is a unilateral decision of the company but the unions have obtained the following guarantees:







The differences compared to newsletter #126:

- Removal of Zone 2 on the Nice site:
  Amount of salary compensation based on the period from January to October 2023 and prorated annually.
  - Change of reference period
  - Declare your travel declarations in workday
  - Adaptation in the event of contract suspension (maternity, paternity leave, long-term illness, etc.) to the time of presence.
- Profit-sharing supplement
  - In 2023: 1,000 €
  - In 2024: 1,300 €

You can find all details on the Néo Télétravail page

Contact us



## More frequent on-site presence: what impact?

During negotiations, Management declared that they had no intention of increasing on-site presence time beyond 50%.

Management is committed to the various topics:

- Public transport
  - Increase in the capacity of internal shuttles (Nice)
  - Conduct a survey to determine the real needs for public transport
- Workspace in Nice:
  - Communication and creation of “Guest” zones for employees coming from another site
  - Communication and review of macro-zones
- Catering:
  - Evolution of offers currently being studied
  - Opening of the Nice Coffee Hub Nice from 1:45 p.m., coffee only
  - Evolution of hot beverages dispensers on all sites

Contact us