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Newsletter #128 - Teleworking and transportation allowance

25 October 2023



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.

## Teleworking Agreement

2,60€/teleworking day  
carried out

  
Voluntary only

  
Everyone is eligible

  
Metropolitan France +  
Corsica only

**1**   
100% on site

- Presence 5 days/week
- No regular teleworking
- Exceptional teleworking possible

**Workation**  
Teleworking from your holiday destination!  
*For all 1-2-3*

Upto **78€/year**  
**6 weeks /year**  
in France or abroad if no contraindications, validated by Management

+ Repatriation insurance

**2**   
Hybrid

- Regular teleworking
- Onsite presence between 2.5 and 4 days/week
- Onsite presence 2 days/week subject to conditions (validation by Management)

Upto **338€/year**  
**+ 250€**  
Installation allowance (paid only once)  
**+ 1 screen + 1 keyboard**

**3**   
100% remotely

- Presence between 3 and 4 times/year recommended
- Quota of 5% of employees (validation by Management)

Upto **338€/year**  
**+ 250€**  
Installation allowance (paid only once)  
**+ 2 screens + 1 keyboard + 1 docking station**  
**+ Business travel** (outside neighbouring departments)

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.

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## 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:

**Transportation allowance**

 Public transport <b>100%</b> Annual pass	 Personal Vehicle <b>360€/year</b> Remove Zone 2 (Nice) : <b>Salary Compensation</b> <b>effective from 1/11/2023</b> <b>linked to the reduction in compensation</b> <small>(on the basis of actual costs 2022, subject to validation)</small>	 Car pooling <b>500€/year</b> Subscription Klaxit.com <b>FREE</b> + Drivers <small>- Route &lt; 10km = 1 EUR          - Route &gt; 10km = 0,1 EUR/km (4 EURmax)          Reserved car park</small>
 Bike <b>500€/year</b> Or Leasing Amadeus <b>70%</b> the subscription <small>(single for 5 years)</small>	 Walk <b>0%</b> Deaf your bravery	 Car sharing <b>100%</b> of the subscription <small>(max 4/year max)</small>

**Supplementary profit-sharing**

 Supplementary Profit-sharing	<b>If eligible for profit-sharing :</b> <b>1 300€/year</b> <small>(paid into the PEL, can be unlocked at the time of payment)</small>
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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](#)