

Ajoutez votre titre ici



Results of the 1st round of the 2023 CSE elections!

THANK you to all the voters who cast their votes for the CFDT list.

THANK you to all those who agreed to commit themselves, for you, by being candidates on our list.

Executive Committee :

The participation rate is 58% for regular members and 57% for alternates; the quorum has been reached.
The distribution of the 26 regular positions is as follows: CFDT: 6, CFE-CGC: 6, CFTC: 5, CGT: 9

Your elected representatives from CFDT are:



Jean-Christophe
AGUILAR

Social & Economy



Géraldine
BRUNSTEIN

Social & Cultural Activities



Lionel
MASSAT

Social & Cultural Activities



Bintou
BOUKAR

Health & Safety
Paris site



Alex
BRAN

Social & Economy
CE Europeen



Mardjan
SARRAFAN

Social & Cultural Activities
Communication

The distribution of the 26 alternate positions is as follows: CFDT: 6 , CFE-CGC : 5 CFTC: 5, CGT: 10

Your elected representatives from CFDT are:



Denis
GIBERT

Rights of employees
Paris&Strasbourg referent



Caroline

ASTANI-VIEL

Social & Cultural Activities



Luiz
AREAS

International referent



Malika
SADI

Health & Safety
Paris site



J-Pierre
BOUTHERIN

Communication



Ghislaine
BEL-GENOVESI

Social & Economy

Collège ETAM:

Non Executive Committee: The participation rate is 52%, but the quorum has not been reached due to blank votes.
A second round is necessary.

More detail in direction communication



A new early retirement plan at last!

We no longer believed it possible, but after 2019 and 2020, a new pre-retirement plan for 2023 is arriving at the end of this year for 40 volunteers.

Who?

You have at least 10 years of seniority
You were born between September 1, 1961 (date of the reform change) and December 31, 1965.

When?

Make it known before December 15, 2023, with a possibility of withdrawal no later than January 31, 2024
Cessation of activity no later than September 1, 2024, for an effective departure no later than September 1, 2028

How?

Up to 4 years before your full rate or at your legal age but at a reduced rate, details of the impact of the impact of the pension reform in newsletter #124
A monthly allowance calculated on the last base salary:
- 70% if you are less than 3 years from retirement
- 60% if you are between 3 and 4 years
- Lower limit at €2600 GROSS but not to exceed 75% of the base salary

Retirement Departure Allowance – IDR, paid upon cessation of activity:
- Based on the reference salary (including bonuses, on-call, bonuses…) and following the law of a private sector employee. the law of a private sector
- Between 3 and 4 years, 2 months of base salary will be deducted from IDR.

Possibility of buying back 4 quarters paid by the company (law).
Individual bonus for the year 2024 prorated if more than 3 effective months (excluding vacation and RTT).

Maintained during the pre-retirement period:

If desired, 100% contribution to the basic retirement carsat and argic/arcoo.
Sogecap company savings plan (Article 83), details Did you know? Newsletter #125
Health insurance and contingency
Participation
Subsidized CSE activities

Will no longer benefit from :

Profit-sharing (Company bonus)
Supplementary profit-sharing (Transportation bonus)

Share Match Plan

Dates to remember :

November 24, 27 and 29: Information meeting with management
December 12: Meeting with AON consultant and Sogecap private retirement (article 83)
December 15: Deadline for submit your request
December 31: Deadline for the management’s response
January 31, 2024 : Deadline for you to retract

To assist you in your decision-making, we are developing a simulator to help you estimate your monthly NET allowance as well as your retirement departure allowance.

Contact us!