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Newsletter #130 - Result 1st round CSE elections - Early retirement plan

21 November 2023



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

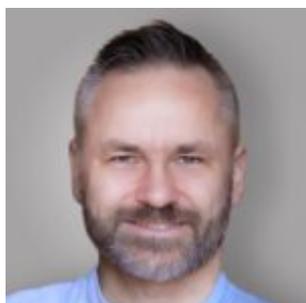
International referent



**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!](#)