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## Newsletter #132 - December CSE in brief - Did you know? Annual Social Security increases

21 December 2023

The entire CFDT Amadeus Team wishes you a happy holiday season.

From January 2, the Team gets back to work on:

Mandatory Annual Negotiations - NAO (Remuneration, Value added, Working hours, Equal opportunities, Quality of life at work)

Social and Cultural Activities - CSE (Ticketing, Holidays, Children, Events, Clubs & Associations, Advantages)

Keep you regularly informed via our newsletters.

Don't hesitate to let us know about your expectations.

[Contact us](#)



## December 15 CSE in brief

The last CSE of the year and of mandate was held at the Strasbourg site.

### Health & Safety

The last meeting of the Committee on Health, Safety and Working Conditions (CSSCT) was held on December 14th and its minutes will be presented in January.

### Social & Economy

A global harmonization of the 2024 bonuses paid in 2025 on certain commercial professions is underway. A specific meeting for France will be held.

The CFDT can help you understand this change. Don't hesitate to contact us.

Pre-retirement: as of the morning of the deadline, 46 people had submitted their applications. A response will be given to them before December 31.

The CFDT created a simulator to estimate the NET amounts of the monthly allowance and the retirement bonus. Do not hesitate to contact us to have your own simulation.

## Social & Cultural Activities - ASC

Of the 29 present members (7 CFDT, 4 CFE-CGC, 4 CFTC, 2 CGT), 17 voted unanimously in favour of the 2024 CSE budget.

Major changes include:

Ticketing :

Maintaining the cinema ticket price at €5

Vacations :

Removal of ski pass reimbursements for those with associated rentals.

Children :

New for Paris and Strasbourg: Invoice reimbursement for weekly activities during school holidays (excluding Christmas vacations).

Daily Events:

Increased budget for all sites

Continuation of 'a day for everyone', like the Family Party in 2022

Clubs & Associations :

Continuation of all clubs that requested a budget.

Benefits - privileged offers :

Gymlib will end in late March 2024. A 50% reimbursement up to €80 for an annual sports subscription will be introduced in its place.

Management:

Purchase of 2 more suitable minibuses for club needs to replace the current leased ones

## Employees rights

Following CFDT's complaints, ethics and harassment training will be available in French beginning of 2024; the mandatory deadline is consequently postponed to a later date.

Starting January 2nd,

Teleworking Allowance :

€2.60/day for telecommuting or 'workation'

Ceiling of €338/year for teleworking and €78/year for workation

You must enter your working hours in Workday.

As a reminder, the 50% modality is either 2.5 days/week or 3-2 days/week. The half-day telecommuting allowance will be counted as a full day.

Transport Allowance :

Standard €360/year; by default, all individuals with personal car or motorcycle mobility will switch to this allowance.

Sustainable Mobility Package (FMD) €500/year; you need to confirm your choice at the beginning of each year

Public transport : no change

The minutes from September 29th and October 24th meetings have been approved and should be available soon on the Neo [CSE Minutes](#) page.

An extraordinary CSE meeting will take place on January 11th to appoint members of the bureau, committees, and various working groups, as defined in the [Internal Regulations - RI](#).

If you wish, you can get involved in the CSE's life by becoming a member. Let us know!

[Contact us](#)



Did you know ?

The Annual Social Security Ceiling (PASS) increases by 5.4% starting January 1, 2024 (monthly, rising from €3,666 to €3,864) and will have consequences on your payslip.

Increase in the health insurance contributions: +€7.58/month, of which +€3.44/month is the responsibility of the employee.  
Reduction in contributions to retirement plans (AGIRC-ARCOO and SOGECAP).

<b>Plafond Annuelle Sécurité Sociale</b>	<b>3,666.00 €</b>	<b>3,864.00 €</b>	<b>198.00 €</b>
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	Bas salaire		
	2023	2024	Diff
<b>Salaire de Base BRUT Mensuel</b>	<b>2,300.00 €</b>		
<b>Cotisation mutuelle</b>	140.41 €	147.99 €	7.58 €
Partie Salariale	63.64 €	67.08 €	3.44 €
<b>Cotisation retraite</b>			
Sécurité sociale viellesse - CARSAT	408.25 €	408.25 €	0.00 €
Retraite complémentaire - Argic-Arcoo	230.46 €	230.46 €	0.00 €
Retraite supplémentaire - Privé SOGECAP	41.40 €	41.40 €	0.00 €

	Salaire moyen		
	2023	2024	Diff
<b>Salaire de Base BRUT Mensuel</b>	<b>4,000.00 €</b>		
<b>Cotisation mutuelle</b>	140.41 €	147.99 €	7.58 €
Partie Salariale	63.64 €	67.08 €	3.44 €
<b>Cotisation retraite</b>			
Sécurité sociale viellesse - CARSAT	658.39 €	688.98 €	30.59 €
Retraite complémentaire - Argic-Arcoo	448.46 €	420.20 €	-28.25 €
Retraite supplémentaire - Privé SOGECAP	87.36 €	78.26 €	-9.11 €

	Haut salaire		
	2023	2024	Diff
<b>Salaire de Base BRUT Mensuel</b>	<b>13,000.00 €</b>		
<b>Cotisation mutuelle</b>	140.41 €	147.99 €	7.58 €
Partie Salariale	63.64 €	67.08 €	3.44 €
<b>Cotisation retraite</b>			
Sécurité sociale viellesse - CARSAT	865.39 €	895.98 €	30.59 €
Retraite complémentaire - Argic-Arcoo	2,634.56 €	2,606.30 €	-28.25 €
Retraite supplémentaire - Privé SOGECAP	663.36 €	654.26 €	-9.11 €