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Working Time Recovery (RTT) + Paid Leave (CP) for the period of June 2024-May 2025:

6.5 RTTs were credited to you in June. The calculation is based on the number of days worked between June 2023 and May 2024. For full time employees:

You must work 216 days during the period.
Excess days are credited in RTTs.
Minus 0.5 RTT from Pentecost Monday, Solidarity day (plus public service information-public holidays in the private sector) Remember that 0.5 is offered by the company and 0.5 deducted from your RTT bank
Public holidays impact the number of RTT days obtained each year.

They must be taken before the end of August 2025.

The default days with closure of premises set by Management in Workday:

Friday, August 16: 1 CP but with the possibility of canceling to set an RTT, which expires in August 2024
Christmas holidays from December 30 to January 3, inclusive: 0.5 RTT and 3.5 CPs; these CPs can be postponed to another week. But the default week must be either workcation or teleworking.

Part-time employees have their RTT and CP days pro-rated compared to full time employees. Please note: when changing from full time to part-time or vice-versa, all your unused CPs will be pro-rated to the new hours worked

Seniority leave + 1 day every 5 years, credited in the month you are hired. Maximum possible : 7 days after 35 years of seniority



April 26 and May 31 CSE in brief

Change in Management:

Departure of HR Director Magali VIANO on April 30, replaced by Armelle CASSAR, on April 2.
Departure of President Denis LACROIX at the end of July, replaced by Sylvain ROY, on August 1.

The CFDT wishes Magali and Denis good luck and welcomes Armelle and Sylvain.

Health & Security

The Skin Cancer screening session, organized in Nice, was a great success. This is a first that could be repeated on all sites.
The Blood Donation Campaign in Nice had an increase of donors.
Henri DAURE, Labor Social Worker, to meet employees in Paris and Strasbourg, at the end of May.

Social & Économie

Launch of assessments on the economic situation and the 2023 salary policy with restitution planned for July.

- Social:
  - 90% of employees invested their profit-sharing, profit-sharing and profit-sharing supplement:
    - Participation (5.2%): 83% were placed, 16% were recovered, 2% were mixed.
    - Interest (7,148%+0.3%): 84% were placed, 15% were recovered, 1% were mixed.
    - Profit-sharing supplement: 83% were invested, 16% were recovered, 2% were mixed.
  - Please note: June 14 will be the opening date of the following negotiations with the DS-Union Delegates:
    - Interest for the 2024 financial year.
    - Share on value following exceptional profits in 2023.
  - With a 19% increase in requests for annualized part-time work, they were all accepted despite the number being more than double the quota provided for in the agreement
    - 83% chose option 1: 4 weeks not worked, i.e. 90.74%
    - 17% chose option 2: 4 weeks + all Wednesdays not worked i.e. 72.60%

CFDT thanks management for exceeding the 1% quota of the agreement

The dates of the Summer Parties are:
For Nice: June 20, evening at the Cagnes sur Mer Hippodrome
For Paris: July 4, evening at 'O 2 Scènes Restaurant' in Boulogne-Billancourt
For Strasbourg: July 11, evening at 'Le Männele' in Strasbourg
Amadeus Corp IT has set up a Humanitarian Campaign for Brazil following the floods. Any donation by an employee is matched 100% by the group.

Economics:

Management confirms that the company is healthy.

Social & Cultural Activities (ASC)

The CSE meets employees:
From Strasbourg: Monday, June 24
From Paris: Tuesday, **June 25**

Ticketing:
50% of the budget consumed for the reimbursement of 50% of an annual sports subscription, capped at 80 **€/year**

Holidays activities:
Holiday vouchers: deadline June 30, inclusive
The CSE apartments (La Foux d'Allos and Auron) were successful this summer
End of travel registrations, Autumn weekend with still so many requests (e.g. South Africa 30 places and 97 people on the waiting list)

Children's activities:
Extra-curricular 2023-2024: deadline June 30, inclusive
Summer Activities:
Weekly Internship:
For Nice : June 9 deadline for registrations
For Paris and Strasbourg : on invoice reimbursement
Camp and Catalogue language: upon reimbursement of invoice after the activity is carried out by the child.

Events:
Success of the May and June events
Summer events are planned

Clubs & Associations:
Football tournament of June 8 with external teams: Erding site, Thalès La

bocca and OCG Nice
A budget for the purchase of Cricket club equipment has been voted
A budget for a new Kayak club has been voted

Benefits:

Culture checks: deadline June 30, inclusive
BymyCar: June 18 Open day with the possibility of testing cars on the AAA site in Villeneuve-Loubet

Employees' rights

To find out the percentage of your individual bonus, you must contact your manager to obtain it.
Acquisition of paid leave during long sick leave following the change in legislation, management is giving itself until the end of the year to regularize.

2.5 CPs/month and max 30 CPs/year for work-related sick leave
2 CPs/month and max 24 CPs/year for other sick leave

Regularized CPS must be taken within 15 months

Pre-retired 2024: if you worked at least 3 months in 2024 (excluding CP and RTT), when you go into pre-retirement, on the first month, you will have your 2024 Bonus prorated.

The CSE 2023 accounts were presented by the CSE 2023 treasurer, validated by the Auditor (CAC) and approved by the elected officials present.

ASC Social and Cultural Activities Budget was spent at 102.65%, the residual working capital 22.17%
Operating budget was spent at 104%, the residual working capital 197%

The Minutes of March 29-2024 have been validated and will be accessible on the NEO CSE Minutes page



Le saviez-vous ?

From June 1 to September 30 – 2024, take advantage of the Discovery Membership to the CFDT (French Flyer), the leading Union in France!



Regardless of the site where you are a member, you can :

Benefit from active listening in our workplace (and at CFDT reception points). With the CFDT, you are no longer alone in dealing with

management.
Benefit from the network and expertise of activists (working conditions, training, transfer, conflict, etc).
Access the members' area on cfdt.fr, where you will find a publications kiosk (CFDT Magazine, Syndicalisme hebdo, etc.) as well as practical services: A la carte answers, which address all your questions, including topics related to your private life.
The cost of membership is based on your salary, and you can benefit from a tax credit of 66%.
Example: for a NET monthly salary of €3.500, the monthly contribution is €26.25, and after tax rebate, the actual cost is only €8.93.

Profit-sharing supplement: 1 300€ Gross was negotiated during the NAO 2023 (same amount for all based on full time from January 1 to December 31, 2023) or 1 173.90€ Net (9.7% CSG/CRDS charge). If you have received less, it means that you have been in one:

- You are or have been part-time
- You were hired during the year and before October 1, 2023
- You have been absent (without pay, strike day, etc.)

Management confirms that the Amadeus car sticker is no longer compulsory on the Villeneuve-Loubet and Sophia-Antipolis sites. The registration plate is sufficient to identify the owner. Don't forget to report this to security.

Do not hesiate to contact Amadeus CFDT Teams for more information.

Contact-us