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Management has announced the conclusions of the call for tenders.

The current insurer, Malakoff, has been selected by the company and the broker. There will be no change of insurer on January 1, 2025.

Contribution rates for active employees will remain unchanged (even for Strasbourg employees with a special Alsace-Moselle scheme, with a social security surcharge), while those for inactive employees (disabled, incapacitated, entitled, redundant) and retirees will increase.

Basic health insurance

	2024			2025		
	PMSS*	Employee share	Employer share	PMSS*	Employee share	Employer share
	0.00 €	45%	55%	*3,925.00 €*	45%	55%
	Rate	Cost Insured	Cost 1A	Rate	Cost Insured	Cost 1A
Active	3.71%	€ 64.51	€ 78.85	**3.71%**	€ 65.53	€ 80.09
Inactive**	3.78%	€ 146.06	€ 0.00	**4.98%**	**€ 195.45**	€ 0.00
Retired	5.67%	€ 219.19	€ 0.00	**6.73%**	**€ 264.05**	€ 0.00

* Monthly Social Security ceiling, updated on 1 January. For 2025, an estimate of +1.6% is forecast.

** Inactive persons excluding retired persons: disabled persons, persons unable to work, beneficiaries of deceased insured persons, redundant persons who were unemployed during the first 12 months.

Technical medical procedures / Laboratory tests & examinations / Paramedical / Imaging / Maternity (Peridural, Ultrasound, Amniocentesis) capped at 500% of the Social Security Reimbursement Base instead of actual costs;
Coverage of adult glasses frames reduced from €130 to €100 over a two-year period.
New: Endodontics not covered by Social Security: fixed annual fee of €350.
New: Psychologist: fixed fee of €60 per session / max. 4 sessions for Adults and 8 for Children (annual)

To help maintain and balance the Amadeus Mutual's health benefits, the principle of de-noeming spouses has been adopted. The aim is for spouses who have their own mutual insurance plan to use it as a priority, and for the Amadeus employee's mutual insurance plan to make any additional reimbursements. The Amadeus employees concerned will be contacted by management and the broker WTW.

For more information, see the Amadeus France Information email of November 4.

The elected representatives present (23/27) at the October CSE voted against. The reasoned and unanimous opinion of the CSE elected representatives on the consultation on the choice of health and provident fund provider will be included in the minutes of the October 28 CSE meeting.



September and October CSE in brief

What happened at these two CSEs: September 27, October 28

Health & Security

The SSCT Commission met on September 27 in Paris. Topics discussed were:

General points:

- On-site presence still a 50% trend
- Restaurants
  - Paris: Situation problematic and being improved.
  - Nice: Food truck closed during the summer period.
- Conciergerie – Dry cleaning service: at risk of being discontinued in Paris and Strasbourg for lack of customers.

Building information:

Installation of indoor aerials to improve the telephone network on the premises.

Corporate Social Responsibility – CSR, information on the means and actions put in place for travel:

Follow-up of the Helios project on the geothermal site, financed at 30% by ADEME and the southern region.

New cycle parking and larger spaces for electric cars.

Workplace accident monitoring

You will find the minutes attached to the minutes of the October 28 CSE meeting. The latest CSSCT meeting 2024 will be held in Nice at the end of December.

Social & Économie

The Training Committee met on October 17.
You will find the minutes attached to the minutes of the 28 October meeting of the Works Council. The next meeting should be held in December to review the year 2024.

There will be no Christmas team meal this year. Management has put forward an unwritten group directive of one event per year.

Social & Cultural Activities (ASC)

The 2025 budget will be proposed in November for a vote in December.

Ticketing:

The budget allocated to the annual sports pass activity is higher than expected following its success.

New: ski passes for next season will be electronic. Sales open in December.

Holidays activities:

Winter rental 24-25 are closed.

Trips scheduled for early 2025 are closed and all fully booked.

Children's activities:

Swile Christmas vouchers worth €50 per child aged 0 to 16 inclusive, deadline December 19 .

Christmas for children up to the age of 18:

Nice: Luna park, Saturday December 7 morning, registration deadline

30 November.
Paris : Cirque Gruss, Sunday December 8 at 2pm.
Strasbourg : Disney in concert, Sunday December 22.

Christmas offers:

For all employees, offered by the CSE, either a Swile Christmas voucher depending on the spleen, deadline December 19, or one of 3 packages: Chocolat LAC (deadline November 22), Terroir Foie Gras or Wines (deadline November 11).
Various negotiated offers not to be missed:
Champagnes, Christmas Chocolates, Delicatessen, Perfumes, and the 3 packages Chocolat LAC, Terroir Foie Gras or Wines. See the deadline for each offer.

Clubs:

New vegetable garden club: plots available for teams, groups or employees at the Bel Air site (14 plots measuring 5m*3m) and Sophia (18 plots measuring 4m*3m)

Events in Nice:

4 cultural « coup de pouce » at €7, virtually all sold out.
Escape game at the Nice Opera House, November 17 is sold out

Minutes of validated CSE meetings are available on the Neo CSE Minutes page.



Did you know ?

Do you know the Employee Representatives (IRP) at Amadeus?
It's always difficult to know and understand the role of the IRPs. That's why we've created a new page (in French only) to help you understand them:

CSE : Social and Economic Committee
DS : Trade Union Delegate
CEE : European Works Council

Days not worked during the Christmas holidays (Information of February 26 by People & Culture)

2 imposed and non-modifiable half days off: 24 and 31 December afternoons.

3.5 Paid leave from Monday 30 December 2024 to Friday 3 January 2025. These days may be modified in agreement with the manager. As the buildings are closed, teleworking or Workcation will be required for this period.