



cfdt-1a.fr



Le + syndical



amadeusnce.fieci-cfecgc.org



blog.lavieadefendre.com



cgt-amadeus.fr

## The salary increase budget presented by Management will not be sufficient to maintain the living standards for most Amadeus Employees



A majority of Employees have declared themselves in favor of collective action, in the form of a rally (according to our survey). Therefore, the Intersyndicale proposes two meetings:

Where? Bel Air Europe car park, in front of the entrance

When? Tuesday, Feb 7 at 12h15

Where? Main Site Sophia, by the Olivier (tree)

When? Thursday, Feb 9, at 12h15

### To demand the reassessment of the salary increase envelope to 8% for ALL Employees, and a floor of €170/month.


Reportedly, Management announced the 2023 salary policy to the Employees, after having formally informed the Unions of its decision, without any real negotiation:

- **An average of 4% for salary increases: this amount is totally insufficient!**
- **A budget of 1% for “positions in high demand and people with specific skills or expertise”. Management has informed the Unions that only some of the “Core Business” Employees could benefit from it. Non-Core Business Employees will be excluded.**

What does «Core Business» mean? Management indicates that 70% of Employees are considered "Core Business" (2,800 people), and 30%, "non-Core Business" (1,200 people), without providing further details.

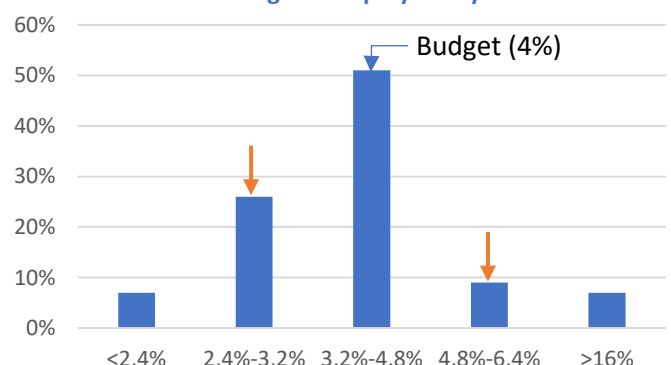
For several years, Management has set aside an envelope to "Talent Retention"; however, it is limited to very few employees. For example, in 2021: an envelope of 0.7% for only 18% of the workforce.

## How would the 4% budget be distributed?

Applying the usual Amadeus salary increase distribution model (2019 model, “ordinary” pre-Covid year), the salary increase distribution looks like this: 

**Significantly more Employees receive a raise below budget, compared to those who receive a higher raise.**

Percentage of Employees by band



# 80% of Employees will receive a raise in 2023, which will not compensate for inflation.

## They will suffer a drop in real wages!

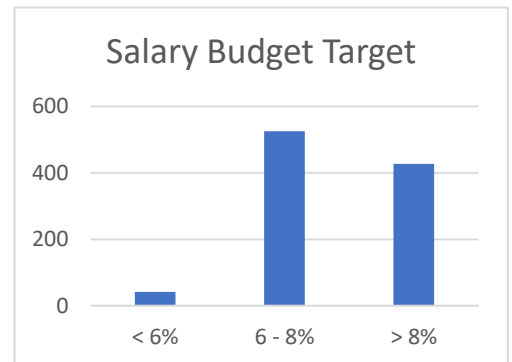
The results of our Employee Survey are clear: **1000 responses**



**96%** estimate that the salary increase budget should be more than 6%.

**92%** support a floor of €170 per month.

**64%** declare themselves ready for collective action.



### Here are some examples of comments received during our survey:

- « I've been working in this company for over 15 years, it's been a part of my life but, like a bad marriage, it's starting to do me more harm than good despite the passion at the beginning, the boundless loyalty and the investment over the years. My health started to suffer 2 years ago and I admit that I don't know how to move forward under these conditions. Always making us feel guilty or calling us "spoiled children". It is unbearable...»

- « If the increases don't keep up with inflation, I'm going to have to leave Amadeus because I think that ending up in the red at the end of the month when you're an engineer in Sophia-Antipolis, especially in a company that is now making money, is not acceptable.. »

- « More than 20 years in Amadeus and I learn that they are hiring younger profiles at 10K€ per year more than my current salary. I work hours that I don't even count anymore. How can I stay motivated? My only motivation now is to earn more and live better. Amadeus has become a food

job. The passion is gone with the many departures of my colleagues who had the courage to look elsewhere and were right to do so. »

- « The cost of living crisis has really put a strain on my family's finances. We need quick action from Amadeus management; leaving Amadeus is a real option that I am considering for the first time in a long time. »

- « I have more and more difficulty to pay the bills, in spite of a BAC+5 degree, engineering school and many years of international expertise. I have 3 children and I draw on my savings every month. I am attached to the region but I will leave to earn better elsewhere, like others. »

- « It's such a shame to have gone through 5 years of study, 10,000 interviews and tests to get into Amadeus and end up being overdrawn every month. »

- « I just feel like I'm earning less than I did my first year at Amadeus 10 years ago... It's discouraging! »



Management does not seem to have a grasp of the situation, suggesting everyone should take measures to manage their own personal budgets and **inviting those, who encounter difficulties, to approach the Social Workers ...**

**ON FEBRUARY 7 AND 9, EVERYONE AT THE RALLY!**