

What happened in 4 years (2013-2017) of CGT CE's management ?

23th and 24th March
vote for CFDT team



⇒ **The CGT in its last publication on its management of the CE during these 4 years contains errors that are surely involuntary, so we correct them amicably:**

- ◆ At the end of the last elections, we joined the CGT for the management of the CE. Six months later, faced with the **lack of transparency and democracy** of the CGT, we stopped the collaboration.
- ◆ Employee numbers + 18%, this is true, **but** at the same time the company's subsidy to the CE has increased from € 1.5 million in 2013 to € 2.4 million, ie + **55%** (see <http://cfdt-amadeus.fr/?p=3682> and CE PV 30/11/2012).
- ◆ The CGT states that CE has 46 clubs that is + **50% in 4 years**, whereas in 2012 the CE already counted more than 40 clubs, ie **around + 10%** in 4 years (see <http://cfdt-amadeus.fr/?p=3682> and CE PV 30/11/2012).
- ◆ The CGT made **no investment in 4 years**, the travel / lease budget is growing by 8%, it is true, but only 8% compared to the 55% of subsidy of the company in addition.
- ◆ The CGT claims to have set up a new CE website. **False**, only a cosmetic change of the website that had been put in place by the CFDT in 2012
- ◆ The CGT has re-balanced the CE budget, because after 4 years of CGT mandate, the CE treasury **surplus of about 1 million Euros**. The Secretary does not know that the annual subsidy received from the company must be used for the better of the employees and not **to sleep in a bank!** That things could have been done, for the benefit of the employees, with this million ...
- ◆ The CGT has made reserves for :
 - ⇒ The **new CE premises** (see **DOC2**)
 - ⇒ **Hiring to better serve**
 - ⇒ **Improve redistribution** to employees

Frankly a good manager needs to make reserves to hire? And after the hiring one pays how the employee every year

Beh yes it had to be done every year using the annual subsidy

The CE is not the one to capitalize but to redistribute to the employees!

For ecological reasons the CFDT makes a single paper distribution

⇒ **As for the economic CE role : In 4 years of CGT management the CE is dead!**

- ◆ **CE meetings** now lasts **1h30** against at least **5h** before, **For lack of a point on the agenda by the Secretary-General CGT of the CE.**
- ◆ The Secretary of the CE, CGT elected, is **2 years late** in the publication of the minutes of the CE meetings, he has been given formal notice to catch up. It is reminded that informing employees is a legal obligation of the CE. And it is the report that endorses the CE's decisions. (see **DOC1**).
- ◆ The CGT **does not chair** any of the mandatory Committees of the CE (see **DOC3**).
- ◆ The CE Secretary, elected CGT, was **absent** 1/3 of the meetings, in 2015 and 2016.
- ◆ The CGT invokes the complexification of the legal rules and URSSAF, it is **false** for these 4 years.



⇒ **NAO 2017, signed by the CFDT and CFTC**

The CGT has indicated that it refuses to sign for several reasons including one which is the contribution to the PEELT And here is the response of the Management in meeting DP (see **DOC4**)

For a competent RP it is obvious, but not for the CGT team, who after 11 years of presence at Amadeus still does not know the laws and regulations

Do you want to continue like this?

DOC1- Formal notice for CE PV

Rosine GÓMEZ
DS CFDT et membre du Comité d'entreprise Amadeus sas, 485 ROUTE DU Pin Montard, 06902 Sophia-antipolis Cedex

A
Stephane JOUTEUX
Secrétaire du Comité d'entreprise Amadeus sas, 485 ROUTE DU Pin Montard, 06902 Sophia-antipolis

Objet : mise en demeure de produire les Procès-verbaux manquants de réunion du CE.

LR AR : 1A 071 560 97 15 1

Monsieur JOUTEUX,

Malgré plusieurs relances, vous êtes toujours très en retard dans l'approbation et la publication des Procès-verbaux des réunions du Comité d'entreprise d'Amadeus sas.

Sont notamment absents, les pv de :

- Décembre 2014
- Janvier, mai, juillet, décembre 2015
- Avril, mai, juin, Septembre, octobre, novembre, décembre 2016
- Janvier 2017

En application de l'Article D2325-3-1 du Code du Travail, Je demande, sous une semaine, de produire les Procès-verbaux manquants.

A défaut, je prendrais toute les mesures pour faire cesser cette entrave au fonctionnement du Comité d'entreprise Amadeus sas.

Veillez recevoir, Monsieur JOUTEUX, l'expression de mes saluta

Sophia-antipolis le

10/01/2017

Article D2325-3-1

• Créé par Décret n°2016-453 du 12 avr

A défaut d'accord prévu par l'article L. 2325-20, le procès-verbal es secrétaire du comité dans les quinze jours suivant la réunion à laqu réunion est prévue dans ce délai de quinze jours, avant cette réunir

DOC4- NAO related DP question

QUESTIONS SUBMITTED BY THE CGT 170307- 01 :

<http://cfdt-amadeus.fr/wp-content/uploads/2017/03/An170307-exandf.pdf>

The NAO 2017 agreement does not mention the resumption of the following elements of the NAO 2011 agreement denounced on 30 November 2015:

- ◆ Payments to the PEE to 200% of the payment of employees up to a maximum amount of 600 €.
- ◆ Assumption of retirement balance sheets for employees who plan to leave during the year.

What happens to these benefits at the end of the 15-month period following the termination of the agreement establishing them?

Response: Management indicates that the schemes cited are currently in force and are not linked to the NAO agreement signed on 24 February 2017 with the social partners.

- ◆ With regard to the contribution, the rate and the ceiling amount are fixed by the amendment of 18 December 2015 to the Company Savings Plan, currently in force since 1 January 2016;
- ◆ On the other hand, as regards the retirement balance sheets, these measures are integrated with the measures for career development and transition between activity and retirement, provided for in the generation contract renewed on 29 September 2016.

DOC2- new CE building

The new CE premises CE are an election promise, 4 years ago, of the CGT team which informs the employees, in December 2016, that:

- ◆ The sketch made by the architect is available.
- ◆ It must now be further developed in order to arrive at a definitive preliminary draft, which will enable the application of a building permit after approval by the CE and Amadeus (in particular, showers and changing rooms will be added) .
- ◆ After 4 years, there is finally a sketch of project, which has already cost 2 x 4800 € of study expenses and which will have to be the subject of a deepening
- ◆ This in order to arrive at a preliminary project budgeted 23 000 €.
- ◆ This preliminary project will allow an application for a building permit
- ◆ But only after approval by the EC and Amadeus
- ◆ (Or not) will be decided by the next team that will lead the Works Council at the end of the next professional elections in March / April 2017.

Well, we'll be back when in the new CE premises ???

If it is still the CGT team that manages the CE: 4 years for a sketch, it will take 10 years to complete!

€ 32,600 already spent while the Secretary made sure not to buy the university building for an overrun of € 50,000. Building closer than the project on the parking lot R6 and usable immediately. <http://cfdt-amadeus.fr/?p=2446>