



**Transportation Allowances, working time,  
complementary health insurance ...  
the benefits for employees threatened  
**SAY STOP!****



Management has just announced 2018 results **with EBITDA growth of 9.7%**. Although growth is slowing down, Luis Maroto said: "we are confident about our financial performance in 2019". For its part, Chief Financial Officer Ana de Pro writes: « *It is the people of Amadeus who build our continued success, and it is thanks to you that we can fulfil our company's growth objectives* ».

However, management is questioning several social benefits of employees, starting with the **transportation allowances**. Management had committed to make a proposal for a solution no later than the end of February, **COMMITMENT NOT MET**, after months of discussions. Management now seems to be moving towards a "solution" that would generate **a great loss for a large number of employees!** In addition, the management has refused to negotiate salaries and benefits, but it promises a further increase in the **dividend** that has already jumped **+ 46% in two years**.

- The **transportation allowances** are put into question because Management refuses to pay the social security contributions claimed by the URSAFF. On the other hand, Management agrees to pay the dues for directors who benefit from company cars and petrol cards.
  - Instructions are given to the **Management to reduce the number of Exceeding Target employees**.
  - The management commits the renegotiation of the **complementary health** and **the agreement on working time**.
  - The **reorganizations** that have multiplied have broken up teams, diluted responsibilities and increased our decision-making process, with sometimes serious consequences for both employees and clients. They sometimes remain unfinished and are linked without information or consultation of the EC or the CHSCT for years.
  - **The salary increase envelope** (2.3%) is down compared to previous years, while inflation is rising sharply. **The TCH division would be even more heavily impacted (1.6%)**.
  - **Directors increased by 4%** when employee salaries increased by only 2.5% on average (excluding promotions).
- !** **Management gave 3 million free shares in 4 years to 400 executives for an amount of 100 million euros**. And for the employees, she suggested to increase **the contribution to the PEE from 600 to 650 €** per year, on condition that the employees invest 100% of their assets in Amadeus shares!
- **In 2018, the management paid 1 billion euros to shareholders** and today it cuts into our budgets.
  - **In two years, the company has realized 220 million euros in tax savings** thanks to the reduction of corporate tax. Each year, Amadeus benefits from a **Research Tax Credit of \$ 20 million** and \$ 1 million for the CICE. Despite these benefits paid with our taxes, **she refuses to pay 4M € to maintain our mileage allowances**.

**The financial means are there.**

**Their distribution is a choice of Management.**

**Management cannot only look at its own interests, it must also consider employees and stop questioning their social benefits**

As we know an employee Amadeus:

«*Despite the many reorganizations, the process changes imposed to respond to the latest crisis or the latest fashion, we are still here. We are always ready to give our time and put all our heart to make up for the delays, correct the situation as a result of bad or non-decisions, and support our customers who are just as impacted by the latest changes. Without its employees, Amadeus is nothing but an empty shell, made up of layers of management, controls, and methods that have nothing to offer the customer. (...) Tinkering with processes and organizations will never change the fundamental nature of the current situation, nor how to meet the expectations of our customers. In addition, demotivating employees is a big risk. (...) Management should consider us as a separate entity that should be encouraged as it encourages management and shareholders, and together we will go further.*»

**To continue its growth, the company needs its employees**, their commitment and their efforts in an ever more complex environment. The success of Amadeus is not **due to company executives** as we have heard in the "negotiations". Employees are not an adjustment variable or a cost, but the main asset of Amadeus. As CEO Luis Maroto said in his February 4 message:

**“Very good people in the company, This is what is making the difference”.**

We demand the maintenance of our achievements and improvements for employees, conditions to advance the company together. We ask that the EC be informed again and consulted during the reorganizations so that the elected representatives can defend the employees. **Let's be united and demonstrate together at Top Management, in the office and on the street when it's needed, that employees count!**

**For the PRESERVATION of:**

- ▶ **Transportation allowances,**
- ▶ **complementary health insurance benefits,**
- ▶ **the working time agreement with the EWT,**

**For :**

- ▶ **a clean mobility plan,**
- ▶ **4% salary increase, in line with the efforts of employees and the means of the company.**

## **RALLY AND SIGNATURE OF PETITION THURSDAY MARCH 14**

(the names of the signatories will not be handed to the management)

**In SOPHIA**

RDV AT 12.30 PM IN FRONT OFF THE  
BARRIERS OF THE MAIN SITE

**In BEL AIR**

12.30 PM IN FRONT OFF  
EUROPE ENTRANCE

**COME MANY!**