



ENGAGE FOR EACH
ACT FOR ALL

CSE ELECTIONS

DECEMBER 10TH, 2019 : VOTE USEFUL!



THE SOCIAL AND ECONOMIC COMMITTEE (CSE) IS NOT A BANK!

2.000.000 € UNUSED: EMPLOYEES MUST BENEFIT!

NEW STRUCTURES FOR SOCIAL AND CULTURAL ACTIVITIES, ACCESSIBLE TO ALL!

The Social and Economic Committee (CSE, ex CE) will start with a cash surplus of more than 2 million Euros, left by the team in place. This amount should have been used to fund activities of previous years (travel, children, sports, clubs etc.) to employees and their families!

The CFDT is committed to applying the law, which mandates **the use of the full activity budget, paid each year by the employer.**

The reserves will be used to finance the construction and the development of

new infrastructures for the CSE activities.

We have an innovative “green” project for new buildings and sports structures (allowing access to all, including disabled people and families). It’s ready and we could make it happen before the end of 2020.

- ✓ Rooms dedicated to cultural activities.
- ✓ Multisport indoor and outdoor complex.
- ✓ Fitness trails.



CSE Building on R6 car park (Main)

Sports equipments worthy of Amadeus

Equal benefits Sophia/Bel-Air

- ✓ **Dedicated rooms** for cultural activities.
- ✓ **Multisport** indoor and outdoor complex.
- ✓ **Fitness** trails.
- ✓ **Leisure** ticketing: cinema, museum, leisure, culture, sports...
- ✓ Equal ratio of **cradles** in the nurseries of both sites.

Equity in redistribution to employees

- ✓ Improvement of the **rates** policy:
 - Re-examine the case of singles and families
 - Increase in the global share of subsidies, with a minimum percentage of 25% (currently 15%) .
- ✓ Adapt the **family** definition to the evolution of the social reality by extending the rights to the spouse and children out of wedlock and PACS.
- ✓ Increase, improve and diversify the **travel** offer, to meet growing needs and remove long waiting lists. The budget allows it.
- ✓ Increase, improve and diversify the offer to **children** (of all ages 0 to 17 included) such as Amadeus Colonies.
- ✓ Study the possibility of receiving grants for **university students**.

Extend offers from clubs/events

- ✓ Accompany CSE club managers **to highlight their work** and **recognize** their commitment.
- ✓ Up to date **interactive website** with clear, transparent communications. Provide access to all employees including those on pre-retirement, retirement, parental and sabbatical leaves.
- ✓ **Online access to multimedia** content (press and VOD ...) with a CSE subscription.
- ✓ Organize an **annual CSE event**, reinstate the **magic of Christmas** for the little ones with **dedicated theme days**.
- ✓ Provision for **electric utility vehicles** for loans to employees.
- ✓ Purchase of vacations apartments to expand the year-round **rentals offer**.

OUR EXPERIENCE AT YOUR SERVICE

STRONG UNION, COMPETENT AND INVOLVED IN ALL TOPICS!

TRANSPARENCY IN ALL PROCESSES

Working conditions:

Encourage team work and set up a "team" bonus. Analyze and take corrective actions to tackle stress at work. Monitor reorganizations. Continue to support victims and prosecute harassers. Creation of a judicial commission to support employees in difficulties.

Justice: Monitor closely salary increases, distribution of premiums, mobility, annual MBO and their impact and "No" to discrimination in all areas, are all subjects on which we intervene.

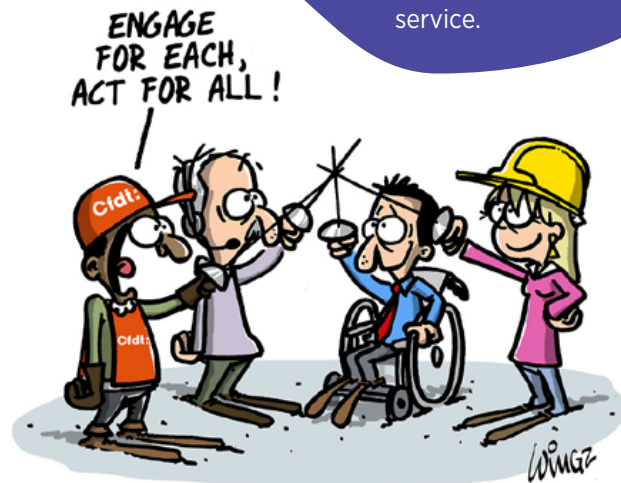
Equality men/women: our Cfdt detailed analysis on the professional equality

demonstrates a situation clearly unfavourable for the women in the company, whether for remuneration or career development. The women face a *glass ceiling* which prevents or delays their access to the top management positions (from Senior Manager). But this situation is not inevitable and can be modified by strong policy. We worked and made progresses with management within the framework of the company agreements that we negotiated and signed in 2011. There is still a long way to go and you can count on us!

Therefore, we need your support by your votes!

OUR DETERMINATION

The merging of the elected representatives of the staff instances (CE / DP / CHSCT) into a single CSE instance does not change our determination to improve the working conditions, life in the company for the comfort and well-being of employees in collective or individual title, not to mention the promotion of the occupational health service.



LEGAL SUPPORT

The employee is guaranteed to be fully supported in confidentiality towards the management.



DEMOCRACY!

- ✓ Monthly information newsletters, we are the only Union to do this!
- ✓ Publish CSE meeting minutes within one month after the meeting.

- ✓ Give back the CSE its power of control and questioning to the Top Management.
- ✓ Act freely and participate in decision-making.
- ✓ Be an active participant in improving working and living conditions.

INDIVIDUAL ASSISTANCE 2018/2019

324

Staff Delegates assistances

10

CHSCT investigations

70

CHSCT assistances

183

Amadeus staff defended

51

Other staff defended

CSE ELECTIONS / DECEMBER 10TH, 2019

VOTE CFDT!

Jérôme
REYTINAT-HARDOUIN

Géraldine
BRUNSTEIN

Stéphane
BROSSIDO

Ghislaine
BEL-GENOVESI

Lionel
MASSAT

Sharon
CROOKS

Alexandru
BRAN

Rosine
GOMEZ

Jean-Christophe
AGUILAR

Mardjan
SARRAFAN

Jean-Pierre
BOUTHERIN

Caroline
ASTANI

Emile
DE WEERD

Alba
PEDREIRA GARCIA

Matthieu
TORRENTI

Magali
HAYEM

Christophe
GAUTHIER

Christophe
LUNEAU

Yves
MATHIEU

François
AUBRY

Moise
PARIENTE

David
BRIOS

Yvan
RICCIARDI

Thierry
BRUNSTEIN

ETAM
Véronique
THEVENET



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