

06 December 2019

To: NCE Amadeus staff



## Pay whilst you're on vacation - updates

Dear colleagues,

In France, there is a **specific calculation made** to pay you **whilst you're on vacation**. **Each time the paid vacation calculation is done, we maintain your base salary.**

**Once a year, in June, we ensure that throughout your vacation period, you don't earn less than the reference salary** - that is your base salary, on-call / call-in and overtime for non-management (non-cadres).

This calculation has been applied by Amadeus and unchanged for the last 30 years, according to the relevant French legal obligations. However, it was questioned by a group of employees back in 2012, which led to a long and drawn-out legal case brought against Amadeus.

Discussions took place after the recent ruling, and hereafter is the outcome agreed upon for the benefit of all:



**The calculation will remain the same** including the base salary, on call/call-in and overtime for non-management (non-cadres)



**The calculation will now be based on 25 days instead of 30 days** (as you know, we have 30 days of paid vacation in Amadeus VS the legal 25 days)

We know it's a complex administrative topic but we need to explain it, as it will lead to some changes for the current year of 2019. Indeed, for the vacation year 2019, the calculation will be rerun according to this new rule and any extra amounts will be paid (if needed) in December 2019.



As a final step in this long process, we're happy to announce that **the two half days of December 24 and 31 afternoon usually taken out of your RTT days account will not be deducted this year.**

Best regards,

**Eric Alvez**  
Associate Director  
People & Culture - Rewards  
Nice

