



F3C Côte d'azur
ENGAGE FOR EACH ACT FOR ALL

NEWSLETTER

RUPTURE CONVENTIONNELLE COLLECTIVE

(agreement between Union Organizations and employer, only on voluntary basis of the employee)



NEGOTIATIONS ON THE VOLUNTARY DEPARTURE PLAN AT AMADEUS

Negotiations on the voluntary departure PLAN at Amadeus are well advanced, and the conditions are known.

This plan is the result of the continued decline in the travel activity and the economic impact linked to the Covid-19 crisis as announced by our CEO on July 9th and reported in our August newsletter. Link [August newsletter](#).

With sharply declining income for 2020, the Amadeus Group decided to reduce its global workforce by 10%.

At Amadeus sas the **maximum** percentage of staff reduction is **7.5% of VOLUNTEERS** divided by job groups, according to the figures shown in this table:

It is important to note that with this departure plan, [the RCC](#) (Rupture Conventiennelle Collective <=> Collective Conventional Termination), includes Retirement and Early-retirement elements

enabling us to avoid redundancies, as would have been the case with the PSE (Job protection Plan) OR, a reduction in working time accompanied by a significant income reduction for all employees, as would have been the case with a APLD :(Long-term Partial Activity (formerly ARME)).

This plan offers the possibility to leave with interesting conditions for

the **volunteer** employee.

The RCC offers the possibility of leaving with attractive conditions for VOLUNTEER employees who:

- ✓ Have another professional viable **project** in **mobility leave** or not (congé mobilité)
- ✓ Are **close** to retirement
- ✓ Are **at** retirement **age**

Maximum number of VOLUNTARY positions open per job group in the RCC / pre-retirement / retirement
Maximum number of positions opened to voluntary departures in RCC/ERP

| | | |
|---|-----|------------|
| Product Design & Development | 3% | 70 |
| Support Functions | 8% | 20 |
| Internal Business Solutions Management | 9% | 15 |
| Product / Service Management | 11% | 75 |
| Project Management & Process Improvement | 14% | 80 |
| Ext. Consultancy, Marketing, Sales | 14% | 30 |
| Educational Services & Customer Support & Data Management | 24% | 30 |
| TOTAL | | 320 |

**With this current agreement, there will be no Layoffs!
and volunteers will leave with better conditions!**

A joint review and monitoring committee (Unions and Management) will be created for the application and management of the plan.

All benefits in the PLAN are partially exempted from social charges, including CSG-CRDS and are not taxed on the Gross amount.

Do not hesitate to contact us by sending an email to contact@cfdt-1a.fr for all questions and help understanding the Plan. We are here to assist you.

A simulator will be available and at your disposition, once all the details are known.

PROFESSIONAL PROJECT

THE RUPTURE CONVENTIONNELLE COLLECTIVE

- ✓ The Plan is open to employees who have more than **5 years of seniority**.
- ✓ The applicant must have a **viable professional project**.
- ✓ An external partner will validate professional projects and help candidates carry them out.
- ✓ If the application is validated, the employee will benefit from the **compensation** in the table below and is **capped at 36 months of gross salary**.

To make the comparison:

Legal indemnity for dismissal is:

- ✓ 1/4 of a month's salary per year of seniority for the first 10 years.
- ✓ 1/3 of a month's salary per year of seniority from the 11th year.

The Contractual Indemnity for termination is:

- ✓ After 2 years of seniority, 1/3 of a month per year of seniority of the engineer or cadre, without exceeding a cap of 12 months.

END OF CAREER

EARLY RETIREMENT (ERP)

- ✓ The Possibility for Amadeus to purchase **8 quarters** or **12 quarters** for employees **recognized as having a disability (RQTH)**.
- ✓ You must be **4 years maximum** from retirement at Taux Plein (Full CARSAT Rate) and be of legal age, or eligible for retirement at the legal age.
- ✓ No seniority is required. The monthly base salary will be calculated with a **floor of 2600 E gross**.
- ✓ Retirement departure compensation paid to the employee, initiated by the employer.
- ✓ Obligation to take all paid Leave and RTT days before leaving for early retirement.

To make the comparison - without ERP, this would be a **layoff**:

The legal severance allowance:

- ✓ 1/4 of a month's salary per year of seniority for the first 10 years.
- ✓ 1/3 of a month's salary per year of seniority from the 11th year.

The conventional severance allowance is:

- ✓ After 2 years of seniority, 1/3 of a month per year of seniority for the engineer or cadre with a 12-month cap.

RETIREMENT

- ✓ To qualify for **RETIREMENT**, you must be **ELIGIBLE** to the TAUX PLEIN at the legal age.
- ✓ Retirement departure compensation paid to the employee, initiated by the employer.

To make the comparison:

The legal compensation for retirement at the initiative of the employee is:

- ✓ Up to 5 year of seniority: 1 month of salary and starting from the 6th year, an additional 1/5 month of salary per year of seniority.

The legal compensation for retirement at the initiative of the employer is:

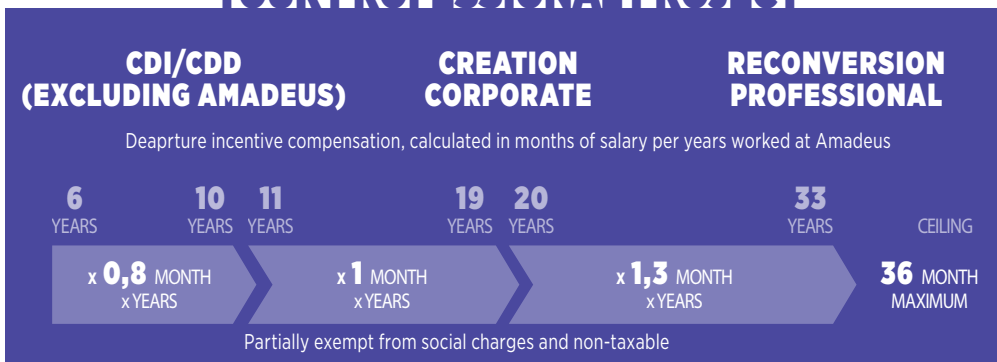
- ✓ 1/4 of a month's salary per year of seniority for the first 10 years.
- ✓ 1/3 of a month's salary per year of seniority from the 11th year.

The CFDT on site permanence's will resume on Wednesday afternoons.

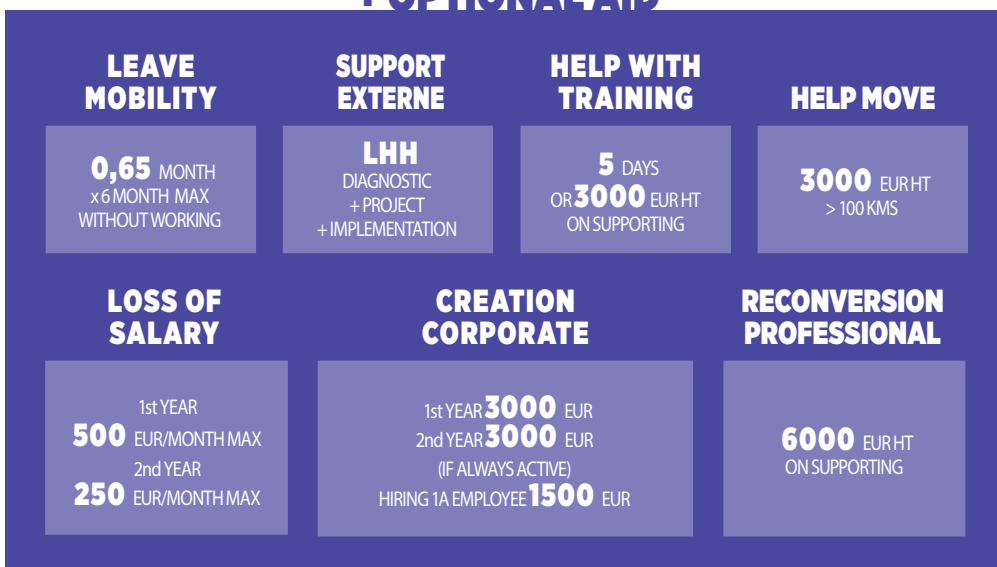
- ✓ **Sophia**, CFDT local (B172), 1st and 3rd
- ✓ **Bel Air**, local syndical (BE2529), 2nd and 4th

Or by appointment at contact@cfdt-1a.fr

YOUR PROFESSIONAL PROJECT



+ OPTIONAL AID



END OF CAREER

EARLY RETIREMENT

Departure incentive compensation, calculated in months of salary per years worked at Amadeus



Social charges reduced and not impossible

+

Monthly allowances, depending from the date of early retirement



RETIREMENT

Departure incentive compensation, calculated in months of salary per years worked at Amadeus



No charges and not impossible