



F3C Côte d'azur
ENGAGE FOR EACH ACT FOR ALL

NEWSLETTER

SPECIAL RUPTURE CONVENTIONNELLE COLLECTIVE (RCC)

SEPTEMBER 2020



RUPTURE CONVENTIONNELLE COLLECTIVE VOLUNTEER DEPARTURE PLAN

The PLAN, for VOLUNTEERS only, has been enhanced thanks to improvements negotiated by the [CFDT Team](#).

With a Rupture Conventionnelle Collective (RCC) contract, the volunteer is no longer an employee of the Company after the negotiated departure date.

The RCC, offers the possibility to leave with **attractive conditions** for **volunteer** employees who:

- ✓ Have another **professional project, mobility** or not
- ✓ Are **close** to retirement
- ✓ Are at retirement **age**

[August's newsletter](#) provides initial information, supplemented here with detailed terms and conditions of the plans.

If your Manager is trying to encourage you to leave ... This is **totally illegal**, contact us or come and see us!

Remember: There are no Layoffs!

The **3 plans**:

1. Plan [RCC « Professional Project »](#)
2. Plan [RCC « Seniors 1 » End of career](#)
3. Plan [RCC « Seniors 2 » Early retirement](#)

DO NOT HESITATE TO CONTACT US

For any questions relating to the plans! We can help and support you!

Following tools to help you through this process:

- ✓ A [simulation here](#) tool
- ✓ A [FAQ](#)



PLAN SCHEDULE

- 4 SEP **Signing phase:** Management and the signatory Unions signs the agreement which is then sent for validation to [DIRECCTE](#) (Labor Inspector)
- 7 SEP **7 - 21 September:** Information phase and preregistration - Employees will be able to contact the signatory Unions and Human Resources requesting details on the various paths provided by this agreement and if necessary, to make known their intention to apply for one of the voluntary departure plans (Response due from management 15 days after 21 September)
- 21 SEP **Response from DIRECCTE:** In the likely event that the plan is validated by DIRECCTE, it is on this date that applications to the 3 terms of the plan can be submitted on a first come, first served basis
- 22 SEP **Management's response:** Within 15 days of submitting the application. The Direction has the option of refusing the application or deferring the departure date. The employee also has the option of requesting the postponement of the departure date until 31 DEC 2021.
- 30 NOV **At midnight:** Application deadline
Important Warning: The Midnight deadline is a strict one and an application received after the deadline will be rejected

At the beginning of September all employees will receive general information on the scheme through internal communication, including:

- ✓ Volunteer dates
- ✓ The number of positions open to voluntary departure by job family
- ✓ Eligibility criteria
- ✓ The criteria for selecting and choosing applications
- ✓ The working terms of the RCC plans
- ✓ Information on the external support provider
- ✓ Forms and procedure for applying

In the event of refusal or postponement, the employee will have the opportunity to refer the matter to the commission created to follow-up on these cases. This joint commission is made up of Union and management representatives.

If refused or postponed, Employee will have the opportunity to refer the **"commission de suivi"**.

Additional Terms

Individual bonuses

- ✓ In accordance with the applicable provisions, the amount of the individual bonus due for 2020 will be determined in proportion, to the time worked in 2020 by the employee at the of his departure from the company, and will be paid at the time of departure for each of the RCC plans.

Seniority Voucher

- ✓ In case of departure in the year of acquisition, the employee will benefit from the voucher related to his seniority (10 years, 20 years or 30 years).

The social and fiscal regime of indemnities and allowances paid details can be found at the bottom of our [web page](#) or in the [simulator](#).



Improvement negotiated by the Amadeus CFDT

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PLAN RCC « PROFESSIONAL PROJECT » AMADEUS S.A.S. LEAVE

This plan aims to allow the voluntary departure of employees who have a professional project.

A “cellule mobilité” composed of members of the Management and external consultants, is created to accompany employees interested in this scheme.

Nombre maximum de positions ouvertes au RCC VOLONTAIRE par métier, à la préretraite et à la retraite
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

The “Professional Project” plan is open to volunteer employees whose job (“Job Title”) is included in one of the defined trades families (“Job Family”) in the above table and within the limit of the number of positions open to the RCC plans.

An employee with a job title within a job family mentioned above and where the maximum number of voluntary departures has been reached, will be able to apply for voluntary departure, subject to the benefit of internal mobility

allowing him to join an available eligible trade family.

Employees in CDI who meet the following cumulative conditions are **eligible** for the “Professional Project” plan:

- ✓ Justify at least 6 years of seniority as of November 30, 2020
- ✓ Active CDI. The employment contract should not be suspended during the application phase (exception: employees in long-term sickness or full-time parental leave for whom the agreement is possible)
- ✓ Not on employment notice
- ✓ Not applying for retirement or accepting retirement
- ✓ Not applying for one of the “Seniors 1” or “Seniors 2” plans
- ✓ Provide justification of a viable professional project

The Professional projects that allows you to be eligible for voluntary departure include:

- ✓ Return to employment in CDI or CDD of at least 6 months
- ✓ Creating or resuming an independent activity or company. Examples: set up an independent activity, a company, an association or a liberal activity (“profession libérale”)
- ✓ Participation in a qualified/certifying/long-term diploma training in a different professional field
- ✓ Registering or obtaining a public or territorial service certification contest
- ✓ Project to evolve towards associative activities of general interest

In the absence of a professional project, the candidate must have a personal project enabling him to not register as a job seeker. In this case, the “cellule mobilité” will pay particular attention to the nature of the project before, validating the employee’s application.

The “cellule mobilité” will accompany and help the employee to make the project a reality.

The employee who has signed a RCC professional Project plan will have 15 days after this signature to retract.

WARNING: Membership in the « professional project » plan must be **carefully considered**. Applicants should keep in mind that **their project may not succeed, be short term** or that **their new activity** may be **paid less**. This can have a significant impact on their future retirement.



Salaried employment project (CDI/CDD)

Formation:

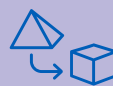
5 days of training to follow the courses from the Amadeus training plan catalogue.

Compensation differential indemnity:

- ✓ 1st year, 500 € gross per month maximum
- ✓ 2nd year, 250 € gross per month maximum

Rapid professional redeployment allowance:

50% of the amount of the mobility leave allowance not used



Reconversion professional project

Formation:

3.000 € HT maximum professional training expenses on presentation of receipts

Help with reconversion professional:

6.000 € HT maximum for support reimbursement of expenses necessary for professional reconversion (training costs, purchase of equipment, etc ...)



Creation or take-over of businesses project

Formation:

3.000 € HT maximum professional training expenses on presentation of receipts

Help in the creation/take-over of businesses:

- ✓ 1st year of exercise, 3.000 € HT
- ✓ 2nd year of exercise, 3.000 € HT

If the company is still in business

- ✓ 1.500 € for the hiring of an Amadeus employee who has left the company as part of the RCC (after validation of the trial period)



Severance Pay « Professional Project »

The **gross reference salary** corresponds to the average of the last 12 months of basic gross salary incorporating the amount of the individual bonus collected during the same period, excluding any other element.



The compensation paid for this plan are much higher than that of a layoff

The **reference period** is defined as the last 12 months prior to the signing of the RCC agreement. However, for employees who have benefited from one of the following schemes, it is based on the last 12 months prior to entry into the RCC plan: temporary measures related to the Covid-19 health crisis, part-time therapy and part-time progressive phase-in.

Optional Accompanying Measures

Optional accompanying measures, in addition to, voluntary departure Professional Project Journey.

MOBILITY LEAVE 0,65 MONTH x 6 MONTH MAX WITHOUT WORKING	SUPPORT EXTERNE LHH DIAGNOSTIC + PROJECT + IMPLEMENTATION	HELP WITH TRAINING 5 DAYS OR 3000 EUR HT ON SUPPORTING	HELP MOVE 3000 EUR HT > 100 KMS
LOSS OF SALARY 1st YEAR 500 EUR/MONTH MAX 2nd YEAR 250 EUR/MONTH MAX	COMPANY CREATION 1st YEAR 3000 EUR 2nd YEAR 3000 EUR (IF ALWAYS ACTIVE) HIRING 1A EMPLOYEE 1500 EUR	RECONVERSION PROFESSIONAL 6000 EUR HT ON SUPPORTING	

DO NOT HESITATE TO CONTACT US AND USE THE SIMULATOR

MOBILITY LEAVE

Mobility leave is optional and aims to assist and support employees in the implementation of **their professional project**. They are exempt from performing their Amadeus job activities

The duration of the mobility leave is set at a **maximum of 6 months**, during this time the employee remains an employee of the Company with a monthly mobility leave allowance of **65% of the average gross salary** of the last 12 months of basic gross salary incorporating the amount of the individual bonus paid during the period excluding any other element.

The payment of this allowance will be suspended during any periods of work completed during the mobility leave.

During the mobility leave the employee does not acquire the right to paid leave or RTT days.

He is not entitled to profit sharing, Amadeus(Natixis), Share Match Plan, PEE ... or the subsidies and the access

to the social and cultural activities of the CSE (Committee Social Economic)

During the mobility leave, the employee who finds a new job in CDI or CDD or who realizes his plan to create or take over a business will be able to choose only once from:

- ✓ The early and permanent termination of the mobility leave, which will take place on the date of employment with the new employer or the date of registration of the company created or the effective takeover date of the company materialized by the appointment as manager.
- ✓ The suspension of the mobility leave from the dates referred to above (hiring with the new employer or registration of the company), which will allow him, if necessary, to rejoin the mobility leave in the event of failure of his project before the initially planned end of the mobility leave.

The Mobility Leave Allowance will cease to be paid during the suspension period..



TRAINING ENTITLEMENTS

Employees will be able to benefit from **5 days of training** to follow the courses from the Amadeus training plan catalogue.

They will also be able to benefit from additional assistance capped at a **maximum of 3,000 €** per employee, which will be granted under the following conditions and limits:

- ✓ The employee must have received the favorable opinion of an external support provider
- ✓ Funding will be provided upon presentation of the signed training agreement and the required funds will be paid directly to the training organization
- ✓ Training must begin no later than the quarter following validation

In addition, an overall supplementary budget of 200,000 € will be made available to finance specific training needs, granted on a case-by-case basis, on the specific advice given by the external support provider.

Each employee will receive only one training assistance based on their professional project.

These concerted actions could also incorporate the employee's acquired rights into his [Personal Training Account \(CPF\)](#).

Employees who wish to receive training assistance must apply within 6 months of their end-of-contract date.

TRAINING AND RECONVERSION ASSISTANCE

Training in business management up to a limit of **3,000 €** excluding tax per employee.

Aid for professional retraining up to a limit of **6,000 €** excluding tax.

For employees who are considering a professional

retraining, meaning a change in profession and / or a change in professional status, and who would in particular need to follow a diploma course in this context, or to purchase the necessary equipment at the start of its new activity, the company offers to cover the associated costs on presentation of supporting documents.



ASSISTANCE FOR THE CREATION COMPANY OR TAKE-OVER OF BUSINESSES

Aid for the creation company or takeover of businesses amounting to **6,000 € gross per project**.

In addition, employees who choose to create or take over a company after the termination of their employment contract, and who opt to hire an Amadeus employee who has

left the company under this scheme, will **benefit from additional compensation in the amount of 1,500 € gross per permanent contract**, paid after validation of the trial period, provided that these recruitments are made at the latest in the year following the date of registration of the company or the date of its takeover.

RAPID PROFESSIONAL REDEPLOYMENT ALLOWANCE

Rapid professional redeployment allowance is applicable to employees whose mobility leave ended early due to their being hired permanently by the new employer or on the date of registration of a company created or on the date of resumption of a company possible by the appointment as manager.

In these cases, the employee will be able to benefit from a rapid redeployment allowance calculated on the basis of **50% of the amount of the mobility leave allowance** to which he could have claimed if he had joined or if he had benefited from it until.



COMPENSATION DIFFERENTIAL INDEMNITY

The company will pay, within the limit of 24 months, an amount to compensate for the salary differential for employees who have found a less paid job, under the following conditions:

- ✓ Hiring within 6 months of the end of the contract with Amadeus
- ✓ Minimum period of employment in the new job of 6 months

The differential salary supplement is calculated based on effective full-time work. It is prorated in the event of part-time work. Only the gross base salary is considered for the

calculation of the differential allowance.

The payment of the salary supplement is possible over a maximum period of 2 years according to a decreasing mechanism over 2 years:

- ✓ 1st year, **500 € gross** per month maximum
- ✓ 2nd year, **250 € gross** per month maximum

Payment of this compensation will be made via a pay slip issued by the company on the anniversary date of the contract with the new employer.



RELOCATION ASSISTANCE

Relocation assistance (for geographic mobility) up to a limit of 3,000 € excluding taxes

In the event of a change of residence as part of a professional project requiring to move more than 100 km from their current home, the company will reimburse the moving costs, on presentation of the paid invoice, provided that

this move takes place at 6 months after the date of termination of the employment contract.

This assistance will be limited to one reimbursement per household and will be made after presentation of proof of the change of main residence.





PLAN RCC « SENIORS 1 » END OF CAREER RETIREMENT AMADEUS S.A.S.

To be **eligible** for the plan - Rupture Conventionnelle Collective (RCC) Seniors 1 plan, the employee must meet the following conditions on the date of application:

- ✓ Is an active employee of Amadeus s.a.s.
- ✓ Is eligible for a full-rate pension by December 31, 2021 or have reached the legal retirement age and wants to receive a reduced-rate pension by that date

The candidate employee agrees to liquidate his pension at the full or reduced rate by December 31, 2021.

Employees will be required to provide their retirement career statement.

Severance Pay « Seniors 1 »



Severance pay will be paid as part of the balance of the accounts on the date of breaking the employment contract.

Instead of severance pay at the legal or conventional retirement conditions, the employee will benefit from a severance pay, incorporating the two months of notice not taken, which corresponds to the statutory severance pay amount provided by the Labor Code. This severance pay is determined by the employee's seniority assessed on the Date of Termination of the contract according to the schedule below:



The compensation for a layoff is much higher than the compensation for retirement!

With the RCC « Seniors 1 », the employee is no longer an employee of the Company after the departure date.

Purchase of trimesters for retirement (Valid for RCC « Seniors 1 » and « Seniors 2 »)



Management has proposed to **buy trimesters** towards the retirement rights and pension under the following conditions. This applies to both validated and contributed trimesters.

To date, within the framework of this legal buy back, this payment may concern:

- ✓ The calendar years for which the employee was affiliated with the scheme's general pension in any capacity (mandatory contributions, voluntary, assimilated periods), but was missing work time to cumulate 4 trimesters. (i.e. incomplete years)
- ✓ The periods of higher education completed in higher education institutions, higher technical schools,

large schools and second-degree classes preparatory to these schools, and which must have enabled the obtaining of a French diploma or equivalent diploma in a European Union state

The Company proposes, for the employees concerned, to cover part of the cost of this payment, within the limit of a value equivalent to 8 trimesters of contributions per employee, if this buyout enables the employee to retire with a full-rate pension or voluntarily at a reduced rate.

The company will buy 12 trimesters of contributions for employees with a Disabled Worker Quality Recognition (RQTH).

PLAN RCC « SENIORS 2 » EARLY RETIREMENT END OF CAREER LEAVE

This Rupture Conventionnelle Collective (RCC) Seniors 2 plan enables volunteer employees wanting to benefit from an early termination of activity before their retirement, in the form of a period of inactivity called the "ERP - Early Retirement Plan".

To be **eligible**, the employee must meet the following cumulative conditions on the date of application:

- ✓ Be an active employee of Amadeus s.a.s.
- ✓ Be active in Amadeus s.a.s. at the time of application for voluntary departure
- ✓ Be eligible for a pension no later than 3 or 4 years after their physical departure, which may occur no later than December 31, 2021

Employees will be required to provide their retirement career statement.

Prospective volunteer employees to this plan, will have to commit to liquidating their pension at full or reduced rates as soon as they are eligible for the benefits.

They will also commit to:

- ✓ Using all their vacations days and RTT banked or acquired before the date of entry into the plan.
- ✓ Return before the start of the end-of-career leave, all the professional equipment belonging to the company.

With the RCC « Seniors 2 » plan, the employee remains an employee of the Company during the end-of-career leave and then becomes a retired Amadeus s.a.s.





Severance Pay « Seniors 2 »

Employees will receive severance pay equal to the statutory severance pay, which in this plan is greater than the legal amount of the

statutory retirement allowance provided for by the Labor Code and which will be paid in advance during the first month of the end-of-career leave.

Seniority is used in the calculation and is assessed on the effective departure date of the employee of the company.



End-of-career leave allowance

Volunteer employees will receive, from the Start date of the end-of-career leave, and until the Termination Date of the employment contract, a monthly replacement allowance equal to a percentage of their basic gross earnings in the month prior to the Effective Departure Date of the Company and determined by the total length of the end-of-career leave under the following terms and conditions:

Total Length of End-of-career leave	Replacement Monthly Allowance Rate
3 years maximum	70% of the basic gross salary
3 years to 4 years	60% of the basic gross salary For the last leave period, the amount received will be reduced by 50% but compensated by a prorated fraction of the severance pay spread out and paid monthly.



The minimum amount of the replacement allowance paid is set monthly at 2,600 € gross and cannot

exceed 75% of the gross monthly salary calculated based on the twelve months before the employee departs for the end of his career leave.

This monthly allowance is subject to the same social and payroll taxes as the salary.

Employees on end-of-career leave will continue to benefit from the Agirc-Arrco plan by paying contributions on the same shared employee/employer salary basis as that previously applied to salary.

Employees will be able to choose contributions based on 100% of the monthly salary, used as a reference for

the calculation of the end-of-career leave allowance as defined above.

In addition, during the end-of-career leave period, employees will retain the following benefits:

- ✓ Pension and Mutual by maintaining contributions using the same distribution of employer/employee share as during the normal execution of the employment contract
- ✓ Social and cultural activities of the CSE according to the conditions applicable to employees
- ✓ Participation contribution based on current contributions.

Employees wishing to pursue a new professional activity, will first have to request permission from management.

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
- ✓ Contact us by Teams, mail or phone
- ✓ For appointment - contact@cfdt-la.fr

Do you want to subscribe to our monthly newsletter, contact or join our team.



CFDT-AMADEUS.FR



Rosine GOMEZ
In support

Teams for RCC Negotiation



Géraldine BRUNSTEIN
Union Delegate - DS



Jérôme REYTINAT-HARDOUIN
Union Delegate - DS



Jean-Christophe AGUILAR
Union Delegate - DS



Stéphane BROSSIDO
Union Delegate - DS



Ghislaine BEL-GENOVESI



Lionel MASSAT



Véronique THEVENET



François AUBRY



Sharon CROOKS



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