



S'ENGAGER POUR CHACUN  
AGIR POUR TOUS

## Négociation of Agreements

## We work for fair treatment for all ...

## Social and Cultural activities

- 1996** Negotiation and installation of the **Profit sharing agreement**, with minimum and cap
- 1998** **RTT agreement** (35h) with annual RTT days
- 2000**
  - **Maternity agreement** - 1 hour off per day (payed) + 1 h breast feeding
  - **bus ticket** reimbursed
- 2001** Negotiation and creation of **PEELT** ( Plan d'Epargne d'Entreprise).
- 2002**
  - Access to Trade-unions communication through Lotus notes (denounced by Management in 2012)
  - Help Desk: +1.6% of wages
  - **Refunding kms** on taxation scale
  - **Increase of Amadeus participation on restaurant access.**
- 2004** After 10 years of battle, successful negotiation and creation of **chosen Part time**
- 2005** Negotiation and creation of **Article 83**: insurance contract to ensure an additional income during retirement
- 2007**
  - Integral maintenance of salary during **paternity leave**
  - Increases of on call/call in allowances during WE
- 2010**
  - **PEELT**: 300€ abounded for 300€ versed
  - Increase of motorway expenses denounced in 2015
  - Bonus distributed on year n+1 for people present on 31/12 of N year
- 2011**
  - Negotiation and creation of **Teleworking**
  - Negotiation and creation of a **Professional agreement equity between men and women**
- 2013**
  - Negotiation and creation of an agreement for disable employees..
  - **Part-time per 1/2 day possible**
  - Implementation of the **generation contract**
  - **PEELT**: 600 € abounded for 300 € paid
- 2014**
  - **5th day of seniority.**
  - **Support of 55% of the company's contribution for health contract instead of 50%**
- 2016**
  - **Collective Bonus for all**
  - Implementation of **Incentives**
  - Dedicated resource in HR for handicap
- 2017**
  - 1 week off payed to take care of family member
  - 6th day of seniority.
  - Increase of transportation allowance

**CFDT is the only Union who informs you regularly and who publishes the salary scale !**

**Our Assessment is concrete and detailed because it is the fruit of our experience, our reflection and our work.**

**The Project, which will be outlined in the next publication, commits us and we are ready to work with the other unions and (where possible) with the Top Management to implement them the next 3 years.**



- ### Broad list of services for the employees...
- The CFDT still runs the Concert Club, the Nursery and AAA with the sports center of Bel Air
- ### ... approved investments ...
- purchase of 34 weeks in ski resort
  - purchase of 7 week stays in Paris
  - Purchase of apartments in La Foux d' Allos and Auron
- All these purchases were made by CFDT Union!**
- ### ... and an efficient management
- Creation of the **software** for CE and AAA
  - Creation of the **websites** for CE and AAA with online payment - accessible from home

- ### Legal actions and others
- 2000**
    - Jugement to oblige the company to provide transparency on salaries
    - Recourse in front of the Direction Departementale du travail regarding contractors
  - 2002** start of the regularization of the contractors recruitment
  - 2009** An expert designated by the CE reveals an error on the profit sharing; The employees receive a correction of 500€
  - 2010**
    - Help Desk: 10 compensation days have been given back due to an erroneous calculation of the annual working time
    - Denunciation of illegal work for the subcontractors within their own companies
  - 2011/2012** Massive contractors recruitment.. 70% of the recruitment
  - 2013** Denunciation of illegal work for the subcontractors within their own companies
  - 2013** judgement to oblige the company to communicate to salaries of Top management as well as the amount of their bonus, and the mode of attribution and calculation.
  - On going:** Calculation of the allowances for Paid vacations. We won this appeal in the first instance.

**The CFDT and CFTC teams have been working with total confidence for years. We work for one purpose: the interest of the employees and the company.**

**Politically we are on the same line. And we continue to work hand in hand for the benefit of all.**