

## Telework, Jobs and Remuneration

Letter sent by the CGT union representatives to Management, on March 23:

**€2.30/L of diesel at Carrefour Antibes on March 24<sup>th</sup>!**

Following the war in the Middle East, the International Energy Agency is warning of the risks of a major global crisis. On March 20, it issued ten recommendations. The first of these recommendations is to **"prioritize teleworking"**: *"working from home can significantly reduce fuel consumption related to commuting. Nationally, three additional days of teleworking, for those whose jobs allow it, could decrease car fuel consumption by 2% to 6%, with a potential average reduction of around 20% for individual drivers."*

Consequently, **we ask management to allow employees who wish to do so to work remotely within the limits set by the IEA.**

We also ask you to:

- cancel the termination of our **collective teleworking agreement**, which is due to expire in October 2026.
- reinstate the **€1,300 "supplément d'intéressement"**, which was intended to partially compensate for the loss of mileage allowances, and which you unilaterally eliminated in 2025.

Sources :

- <https://www.iea.org/news/new-iea-report-highlights-options-to-ease-oil-price-pressures-on-consumers-in-response-to-middle-east-supply-disruptions>
- <https://www.iea.org/reports/sheltering-from-oil-shocks>



**If you would like to know your position within the Amadeus salary scales, contact us.**

According to official reports from the Amadeus Group, published on February 26:

### For Top Management and shareholders



**The overall compensation of the members of the ExCom (Group Management) increased by 26% between 2024 and 2025.**

**That of the CEO increased by 23%.**

According to the CFO: **"2 billion euros were returned to shareholders** (in 2025), both through dividends and share buyback programs. (...) In 2026, we will distribute to our shareholders a dividend corresponding to the high end of our dividend policy range, which will amount to nearly **700 million euros**, and we will launch a **new share buyback program of an additional 500 million euros** to be executed within 6 months."

### For Amadeus employees

➔ **The average financial compensation of Amadeus employees and managers worldwide has fallen** by 2.5 to 3% between 2024 and 2025, and even by 4.8% for young people under 30.

➔ The number of **layoffs** has increased by **70%**.

### In France

Management has eliminated the **€1,300 "supplément d'intéressement"**. This is compounded by a **€1,900** shortfall in earnings for 2025 and 2026 due to the uncompensated effects of the IP Box, for which the CGT union is demanding full compensation. Company bonus continues its decline, reaching **4.98%** in 2026 (**-35%** since 2022). Transportation allowances paid to employees have fallen from €7 million in 2018 to **€1.9** million in 2025.

**In France**, the workforce (employees + contractors excluding CBS) declines slightly between 2019 and 2025.

This decline will deepen with the “**hiring freeze**” announced by Management and the **second wave of contractor departures** expected in 2026.

The expert assessment, conducted by a specialized company appointed by the Works Council, reveals worrying consequences, which we will address later. It reinforces our demand for **maintaining contractor positions and hiring apprentices**.

We also lose **37 colleagues from Gestour** (Strasbourg), whose business has been sold to a company of approximately 70 employees based in Marseille (ViaXoft).

Headcount	2019*	2025	Evolution
<b>United-States</b>	2732	1961	-28% (-771)
<b>Germany</b>	1744	1181	-32% (-563)
<b>The Netherlands</b>	169	103	-39% (-66)
<b>Sweden (2020*)</b>	105	52	-50% (-53)
<b>France (inc. contractors)</b>	5591	5549	-0,7% (-42)
<b>India (exc. contractors)</b>	2065	4211	+104% (+2146)
<b>Colombia</b>	148	689	+365% (+541)
<b>Philippines</b>	525	838	+60% (+313)
<b>Costa Rica (2020*)</b>	93	273	+193% (+180)
<b>Poland (2020*)</b>	98	251	+156% (+153)
<b>World</b>	17789	20605	+16% (+2816)

*Including contractors, in 2026, India's workforce exceeds that of France.*

Amadeus employees transferred to the new ViaXoft entity lose **15% of their income** (employee savings plan + profit-sharing/incentive bonuses). Management has paid them a **transfer package of €11,000 gross**.

The **Rail Engineering** activity will also be **relocated to India and Bulgaria**. The 46 affected colleagues are expected to be redeployed internally.

#### PDR RATINGS 2025/2026

UN : 19                      DN : 119  
 WE : 3034                  EE : 1069  
 OP : 162

We remind that a performance review UN leads to dismissal. We have met many colleagues who were rated DN, **most often without any serious justification** (to meet quotas). Given the risks involved (see also

the article in [Le Monde](#)), we encourage those concerned to contact us.

#### ON-CALL / CALL-IN

Negotiations regarding on-call duty begin on March 26<sup>th</sup>. We have been demanding this for years (allowances have been frozen since 2014). **Please send your requests**

and proposals to [syndicat@cgt-amadeus.fr](mailto:syndicat@cgt-amadeus.fr).

#### OBJECTIVES 2026 : AI

Some business units are asking managers to set targets for developers to use AI to produce between 40% and 70% of Code/ Tests/Debugging. **Send us your feedback and opinions.**

## Management abandons the use of IP addresses to monitor office attendance but intends to retain the use of badges and information systems.

In France and Germany, management will not use IP addresses to monitor employees' workplaces. **The CGT union had appealed to the CNIL** (French Data Protection Authority), **which issued an unfavorable opinion** (see page 4 of our [Newsletter 98](#), available on our website). The European Works Council also contacted Group management to oppose the measure. This decision comes after the abandonment of the project to install 715 cameras ("sensors") above our offices following opposition from the CGT and the inter-union group. Nevertheless, this IP address monitoring system is used elsewhere in the world, sometimes with a 30-minute sampling period. We support the demands of our colleagues in other countries who are calling for the abandonment of this system.

On March 20, the Works Council formally addressed management in writing, expressing reservations regarding the compliance of the use of badges and data from Workday, Cytric, mobile devices, centralized directory, and Vialto with the General Data Protection Regulation (GDPR). These concerns included : violation of the data minimization principle, disproportionate use of the data for the intended purposes, redundancy with company rules, excessive individual and systematic monitoring of employees that infringes upon their rights, and persistent intention to implement a system of enhanced employee surveillance. The Works Council will be consulted in May and will decide on the next steps.

**The CGT union will again file a complaint with the CNIL if this project is implemented.**

Website : [cgt-amadeus.fr](http://cgt-amadeus.fr) / To join the CGT union or to contact us, write to [syndicat@cgt-amadeus.fr](mailto:syndicat@cgt-amadeus.fr). Subscription to our Newsletters on our website.