

RELOAD TSA & End of career

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RELOAD - TSA & End of career End of career measures

As part of RELOAD, the 5th negotiation meeting on Time Savings Account and end of career measures was held on 5th december.
The following measures have been discussed :

This leaflet lists the latest end of career measures. Other measures will be detailed soon.

Measures	Beneficiaries	Description
Conversion of "Indemnité de Départ en Retraite" (IDR) into non working days →early departure	All employees	- Conversion rate of gross "IDR" increased from 75% to 85%. - 1 day value = 1/21 st monthly gross salary (with length of service bonus for non-cadre employees)
Long Term full-time TSA →early departure →same salary	All employees	- According to number of days on Long Term TSA. 2 years maximum = 396 days + 53% contribution.
Long Term part-time TSA (scalable) →working time decrease →same salary	All employees	- According to number of days on Long Term TSA (396 days max + 53% contribution). - Maximum duration = 3 years before retirement. - Possibility to scale activity rate per calendar year (80%, 60%, 40%, 20%).
End of career part-time →working time decrease →full contribution for retirement	All employees	- Activity rate of 80% - 53% salary contribution. - Employee and employer contribute based on 100% theoretical full-time salary.
Temps Partiel Aisé (TPA) →working time decrease →full contribution for retirement →salary increase part-time	Eligible employees: - long career - RQTH - Illness (pro)	- Activity rate of 50% minimum (with possibility to change each calendar year). - +15% salary increase (part-time salary). - Employee and employer contribute based on 100% theoretical full-time salary.
Legal early departure	Eligible employees: - night, 3rd - illness (pro)	- Early departure between 3 to 6 months according to invalidity rate or arduous working conditions.

Each employee will benefit from individual support in order to complete the retirement file, 4 years before departure.
The skills sponsorship will allow senior employees to share their experience with an organization of general interest while maintaining his/her salary: 8 days/year from 54 up to 104 days/year.

RELOAD - TSA & End of career Time Savings Account

As part of the RELOAD project, the 5th negotiation meeting on the Time Savings Accounts and end of career measures was held on 5th december.
The following measures have been discussed :

This leaflet describes the TSA general principles

Short term TSA
30 days maximum

- Support immediate project.
- Save time for another year
- Turn money into time
- Turn time into money
- Transfer days towards LT TSA
- Transfer towards PERCOL

Long Term TSA
396 days maximum

- Support long term project.
- Contribute to activity slow-down before retirement
- Support other projects during employee's career
- Transfer towards PERCOL

Feeding with money

- Yearly bonus non-cadre (turn/November)
- Yearly bonus cadre* (april/december)
- Voluntary payments (2x 1500 € (turn/November))

Feeding with time

- JRTT disposable
- Additional leave**
- Recovery days (transferable on 2nd semester)

NEW

- Use as time for personal project
- Use as time at end of career
- Use as money in advance
- Transfer towards PERCOL

* No more feeding with money from length of service bonus (cadre), which will be paid monthly following new principle agreed in the Salary negotiation.
** Non applicable for "PDR" (Parfait without hourly reference).

As a reminder, the current "5th annual leave TSA" will disappear because the 5th annual leave becomes mandatory to take during the year. Any days stored on this account on 31st december 2023 will be transferred on the new Short Term TSA.

RELOAD - TSA & End of career Pension savings scheme

As part of the RELOAD project, the 6th negotiation meeting on Time Savings Account and end of career measures was held on 12th december.
The following measures have been discussed :

This leaflet describe the change impacting the pension savings scheme.

Regarding the PERCOL :

- Improved contribution for payments with money (success sharing, profit sharing, voluntary payments) : + 50%, limited to 600 €/year.
- Contribution for the first 10 days transferred from TSA : + 40%, no limit.

Un "Plan d'Épargne Retraite Obligatoire" (PERO) is going to be implemented:

- to propose to employees additional income thanks to a life annuity rent* after retirement.
- to secure euro funds with guaranteed capital.
- to ensure extra employer's contribution for retirement based on category 2** of the Monthly Social Security Limit.
- as mandatory for all employees subject to Group Agreement.

CFE-CGC's point of view:

The CFE-CGC has managed to obtain a contribution of 50% for money payments towards the PERCOL. However, the CFE-CGC is still requesting that this contribution be further improved.

The PERO is a new pension scheme which allows to improve employee's income when they leave for retirement. The CFE-CGC has requested that the associated contributions for such pension scheme be entirely supported by the Company.

* Possibility to get one capital payment if the annuity is ≤ 1000 €/month.
** At employee's death, reversion towards the person designated as beneficiary.
** Extra contribution is already existing within the Airbus Group for category 1.

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