

PRESS RELEASE

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FOURTH NEGOTIATIONS MEETING: MORE DETAILS ON THE PROCEDURES FOR MANAGING INDIVIDUAL TIME ACCOUNTS

The management and the CFDT, CFE-CGC, CGT and FO trade unions held the fourth meeting in the cycle of negotiations today, Tuesday December 11. The management reviewed the procedures for managing individual time accounts, a subject raised at the November 29 meeting.

Commenting, **G rard Leclercq**, head of operations in France, said: *"Given the complexity of the measures currently under negotiation, we thought it necessary to devote an entire session to explaining the proposals, listening to the remarks of the trade unions and discussing the issues."*

At the previous meeting the management proposed that:

- **all training from now on be carried out during working hours and no longer be linked to a training savings account. Adding to that, individual training entitlement would also be implemented outside working hours, on the request of the employee;**
- **the number of days accumulated in the individual time account be capped at 10 days.**

At today's meeting, the management proposed the introduction of a transition account, to which the days already accumulated in the individual time account and training savings account would be transferred as soon as the agreement came into force. These days would preferably be taken in the form of work leave before December 31, 2016. They could also be paid into the collective retirement plan, PERCO, to the limit of 10 days a year.

The aim of these proposals is to maintain the training effort and reach a better personal/professional life balance, while avoiding the capitalization of 200,000 to 300,000 days a year, which erodes the overall performance of the company.

The next meeting in the cycle of negotiations will be held on January 9.

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