

HAPPY NEW YEAR, GOOD HEALTH

The VIDOC crisis continues into 2021, although there are signs of hope: the vaccine is there and large-scale immunization is being phased in.

At the beginning of this year, the UDPA resumes its demands towards the management:

- The recognition of telework as **a** standard situation for the employee by increasing the **possibility of teleworking to 50% in the next company agreement (with complete freedom and without exceeding 70% of working time),**
- Coverage of the equipment and operating costs necessary for teleworking up to **600 € per year,**
- Especially in 2020: **the contribution to Internet costs** must be covered for all employees and throughout the year, whether they have signed the telework rider or not,
- Providing AXA GO employees with **meal tickets in** proportion to the number of days they work at home.

In this leaflet you will find a link to a small booklet summarizing our union year 2020.

Take care of yourself and your loved ones,
UDPAmicals - **the UDPA team at AXA GO**



Remember to declare your telecommuting expenses: your equipment and box expenses are covered up to 50% and with a ceiling of 240 euros.

This is possible for all employees on permanent or fixed-term contracts for more than a month and for work-study or apprenticeship contracts.

[The complete guide is here.](#)

OUR YEAR 2020

Your UDPA elected representatives have concocted a memo summarizing the year 2020 on a union and social plan.

We had to sort through everything that was done during the year (the many negotiations within AXA GO, for the AXA Group, at the Banking and Insurance Branch, the many meetings with senior management at the European Committee or the France Group Committee, the individual defenses of AXA GO employees, etc.).

So we have chosen a 1 page / 1 month format.

[Click here :](#)

by default on Edge the documents are downloaded,



2020

Leap year into
the unknown

THE NEXT SOCIAL EVENTS

Your elected representatives of the UDPA are involved in the following negotiations at the beginning of 2021:

At the level of the RSG (Group Social Representation)

- **Negotiation for a wage agreement (Mandatory Annual Negotiation including increase envelopes paid in 2021)**

Your UDPA elected representatives have demanded **3% for fiscal year 2020**, including **1.7% individual increase** for consistency with the financial services sector and **1.3% general increase** in recognition of the exceptional commitment of employees, as repeatedly emphasized by the CEO of the AXA Group, Thomas BUBERL.

In response and at this stage of negotiations, Management announces **0.90%** with the **elimination of general increases** for non-managers and Class 5!

Fortunately, this is a negotiation. We will continue to put forward our arguments in the hope that **management will return to better dispositions**, and above all agree to **reward all AXA Group employees in France** for all their efforts during this extraordinary year that we have all experienced in 2020.

- **Negotiation for a QWL (Quality of Life at Work) agreement**

A vos côtés, chaque jour



Trait d'Union

AXA Group Operations



THE NEW UDPA WEBSITE IS ONLINE!

The UDPA has renovated its website!

<https://www.udpa-axa.org>



You will find news about AXA GO but also about the other AXA entities where UDPA is represented: AXA France, AXA XL, SOGAREP, AXA Banque, etc. A member profile will allow those who have cleverly subscribed to the UDPA to have access to many useful documents!

- ✓ All of our company agreements (RSG, AXA GO)
- ✓ The agreements of the Bank - Insurance branch
- ✓ The latest leaflets distributed by your favorite elected officials
- ✓ Practical information sheets on many themes to be discovered,
- ✓ And lots of nice and useful things to come



I am a member of the UDPA



To contact us: udpa-axa-go@axa.com

In addition, we continue to publish regular information on the **UDPA's Yammer site**: [UDPA-UNSA AXA Group Operations](#)

YOUR ELECTED OFFICIALS ARE THERE FOR ANY QUESTION



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