



## Social Information bulletin from FO union End of October / Beginning of November

### ALSTOM & ALSTOM TRANSPORT SA (FRANCE) SITUATION: POINT OF VIEW OF THE CERTIFIED ACCOUNTANT OF THE CENTRAL WORKS CONCIL

#### **Subsidiarization in Siemens:**

Regarding the project of subsidiarization in Siemens, the opinion of the certified Accountant remains the same: the interest, for Alstom and its employees, of this project is not proven.

***It even brings, for the expert, new risks...*** Alstom have not shown otherwise... The situation is different for Siemens which will acquire a largely dominant position in the very profitable field of Signaling, subject to the European Commission authorization.

It also an excellent project for Alstom shareholder which should have a revalue of their share and will benefit of 1.8B€ of dividends, these dividends affecting financial resources of the Group.

#### **Staff development:**

The reduction strategy of manufacturing activities in Franc appears clearly, and difficulties in retaining Engineers and Managers also. In 2016 and 2017, there is a sharp increase of resignations

permanent contract in Alstom Transport France staff End of March	Workers	Technicians	Engineers & Managers
March 2014	1774	2389	4932
March 2018	1404	1968	5069
Gap between 2014 and 2018	<b>-370</b>	<b>-421</b>	<b>+137</b>

**i.e 654 permanent contracts in less than four years**

#### **Regarding Alstom corporate accounts:**

- The needs of increasing funding for investment are related in particular with new plants construction in South Africa and India (the global budget for these investments is around 300M€) The net debt is low and stable. Financially, Alstom Group is very strong.
- Focus on the Group's employee profit sharing agreement: All the French Alstom subsidiaries, included in the profit sharing expense, remains with a fiscal debt... So no participation bonus possible at the moment

### OCTOBER 2018, CENTRAL WORK CONCIL AND VPF WORK CONCIL : OTHER INFORMATION

According Executive management, VPF is the only site in France which will have a growing workload and capacity in the coming year, it is a very positive situation for our facility.

**The Executive Management declared**, regarding the « Logistic » Project, that there will be neither social plan nor forced transfer to the logistic service provider. This « official » position, following the social movement of October 16<sup>th</sup>, is positive, but some concerns remain. As a matter of fact, on most of Alstom's sites in France, including VPF, an important part of logistic staff is workers which were reclassified following medical restrictions. There is a concern that dismissals related to medical conditions could increase if the project is confirmed, due to absence of solution to reclassify these workers.



**Regarding CoE Electrical,** Unions and their representatives at the Central Work Council believe that, in view of announcement in the press and Intranet, there is a potential obstructionism. Central Work Council representatives voted unanimously the entrustment of the Secretary of the Council for a possible action. It is important to note that this CoE is the first « external from Alstom » one.

**For M7 and MP14,** delays are, according Management, at least partly, caused by missing parts. For FO, these missing parts are mainly linked to outsourcing strategy, subcontracting and low-cost purchasing. It should not be a point, for Management, in favor of outsourcing of logistic

**Delivered Rolling Stock:** Good progress for reliability gross of TTNGs, warranty issues on MF2000 related to Bombardier scope.

**For MPL16 Lyon :** The Customer came for a « hold point » and is satisfied

**Generally, in VPF:** For M7, MP14 and RERNG, it « remains complicated », mainly due to delivery issue and « side effects » of the new IT tools. Engineering and support functions have an heavy workload.

**Partial activity:** it comes to an end, secondment in « 4 Cantons » extended for 1 month.

**New organisation of Method Department:** presentation is postponed, let's see next month!

**St Eloi:** Last year bonus of 60€ is again increased this year to 150€ because Saint Eloi take place during a week-end, as stipulated in the agreement on schedule signed end of 2017. The increase of this bonus will be discussed every year.

For Saint Eloi lunch in the 30th of November, arrangement should be defined. FO requests that none of the employee who would like to participate, is disadvantaged compared to the other, no matter what their current schedule is, including the one having modulation decided by the Management.

#### QUESTIONS/ANSWERS:

**Q:** Can my Manager constantly refuse my vacation requests?

**A:** *No, it can't, even if the choice of vacation dates should be done by mutual agreement between the employee and its manager, the manager should organize the schedule to allow its team to take their individual vacation if the employee requests it. It is also applicable to RTT, JCET poste...*

**Q:** Is a change planned for supplementary pension?

**A:** *Yes, it is, in January 1st 2019, the 2 supplementary pension funds AGIRC and ARRCO will merge in a unique fund. Moreover, for a pension start in January 1st 2019, depending on the situation, a temporary coefficient will be applied to reduce or increase the pension rate. This « bonus-malus » scheme aims at encouraging employees to work longer at the end of their carrier, to participate to the rebalance of AGIRC and ARRCO budget.*

*A special bulletin on pension, realized by FO, will be published very soon.*

