



# Time Savings Account (CET)

## *Compte Epargne Temps :*

# progress but no revolution!

2024/11/22

A new agreement on the Time Savings Account is currently being negotiated. The changes accepted by management remain below the CFTC's requests.

### The main proposals for development are:

- The possible storage in the CET of a maximum of 50 days from the age of 50 (before the age of 50 the maximum remains at 25 days)
- The possibility, 3 years before retirement at full rate:
  - to transfer 80% of one's ICDR\* into an "end of career CET"
  - to use one's CET to work part-time while keeping one's salary or to use it spread over the last 3 years of one's career.
- The possibility of using the days placed in CET throughout one's career without justification.

*\*ICDR = Indemnité conventionnelle de Départ à la Retraite (retirement indemnity) varying from 0.5 to 6 months depending on seniority.*

### The CFTC also wanted:

- The possibility of placing days in the CET, throughout the year and, in particular, in December (instead of only May currently).
- The placement in the CET of days other than CP (JRTT, seniority bonuses, overtime, bottle hours, etc.)
- Exceeding the thresholds of 25 and 50 days in the CET or abandoning the age condition.

Reminder: the different uses currently possible for the CET are explained in [the employee guide \(page 23\)](#).

A review will be made in 3 years to analyze the actual use of the CET by employees, and to rediscuss the number of days.

If signed by the majority of union organizations, this new agreement will be applicable from April 2025.

**The agreement is incomplete but offers real progress**  
**The CFTC will sign the agreement**

**Contact your representatives for more details**

Your CFTC representatives Sylvie RESTANI—François SOENEN—Xavier MERLINI —Ludovic LAMBERT

<https://www.cftc-schneider.com/>

