

**AVENANT À L'ACCORD COLLECTIF RELATIF À L'APPLICATION DES
DISPOSITIONS EN MATIÈRE D'INDEMNITÉ EAU EN RÉGION CENTRE-EST**

Entre :

La Direction de l'Établissement Centre-Est de l'UES Veolia Eau – Générale des Eaux,
représentée par Cyril CHASSAGNARD, Directeur de la Région Centre-Est,

D'une part,

Et :

Les organisations syndicales représentatives au niveau de l'Établissement Centre-Est Veolia
Eau - Générale des Eaux :

Le syndicat CFDT représenté par Jérôme GARECHE,

Le syndicat CFE-CGC représenté par Antoine AZZARONE

Le syndicat CGT représenté par Hervé POULAT,

D'autre part,

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aa

^{DS}
JG

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HP

^{DS}
CC

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PREAMBULE

Les présentes dispositions complètent celles mises en place dans le cadre de l'accord collectif relatif à l'application des dispositions du nouveau statut en matière d'indemnité eau de l'établissement Centre-Est de l'U.E.S. VEOLIA EAU - GENERALE DES EAUX conclu le 30 septembre 2009.

Il est conclu dans le cadre des dispositions des articles L. 2221-1 et suivants du Code du Travail.

Il a été convenu le présent accord d'entreprise en application des articles L 2232-12 et L 2232-13 du Code du travail.

ARTICLE 1. BÉNÉFICIAIRES

Cet avenant s'applique à l'ensemble du personnel salarié de l'établissement Centre-Est de l'U.E.S. VEOLIA EAU - GENERALE DES EAUX. Toutefois, il est rappelé que l'indemnité Eau bénéficie à chaque salarié ayant plus d'un an de présence continue sur un poste de même nature (CDD, CDI) dans l'U.E.S au moment du versement.

Pour le salarié qui prend l'initiative de mettre fin à son contrat de travail pour bénéficier du droit à pension, l'indemnité de départ en retraite sera majorée du montant de la dernière indemnité eau perçue par le salarié multipliée par cinq, conformément aux dispositions de l'accord interentreprises.

ARTICLE 2. MODALITÉS D'ATTRIBUTION

Le montant de l'indemnité dépend de la composition de la famille, en prenant en compte le cas échéant le conjoint, concubin ou pacsé, ainsi que les enfants à charge. La notion d'enfant à charge retenue est celle appliquée pour l'attribution de l'allocation enfant à charge.

Le nombre de tranches définissant le montant de l'indemnité est simplifié. Ainsi, à compter de l'entrée en vigueur du présent avenant, le montant de l'indemnité Eau dépend de 3 tranches :

- Tranche 1 : foyer de 1 à 2 personnes
- Tranche 2 : foyer de 3 à 4 personnes
- Tranche 3 : foyer de 5 personnes et +

Le présent avenant rappelle que le foyer comprenant deux salariés de l'U.E.S ne peut se voir attribuer qu'une seule indemnité Eau.

ARTICLE 3. ACTUALISATION DES MONTANTS DE L'INDEMNITÉ EAU

Pour l'année 2022, les montants actualisés de l'indemnité eau seront les suivants :

Tranche 1 Foyer de 1 à 2 personnes	Tranche 2 Foyer de 3 à 4 personnes	Tranche 3 Foyer de 5 personnes et +
180 euros	200 euros	230 euros

Pour l'année 2023, les montants de l'indemnité eau seront les suivants :

Tranche 1 Foyer de 1 à 2 personnes	Tranche 2 Foyer de 3 à 4 personnes	Tranche 3 Foyer de 5 personnes et +
+20 euros, soit : 200 euros	+20 euros, soit : 220 euros	+20 euros, soit : 250 euros

Au-delà de l'année 2023 pour laquelle une réévaluation est prévue, ces montants seront actualisés chaque année sur la base des augmentations générales de salaire fixées lors des négociations annuelles obligatoires (arrondis au dixième d'euros le plus proche).

ARTICLE 4. PÉRIODE DE VERSEMENT

Le versement de l'indemnité eau continuera d'avoir lieu au mois de juin de chaque année.

ARTICLE 5. DISPOSITIONS FINALES

Article 5.1. Durée de l'accord et date d'effet

Le présent avenant s'applique à compter de l'année 2022 et pour une durée indéterminée, sous réserve de remplir les conditions de validité prévues par le Code du travail.

Article 5.2. Modification de l'accord

Toutes dispositions modifiant les règles et/ou avantages collectifs ou individuels applicables personnel, tels qu'ils résultent du présent accord et qui feraient l'objet d'un accord entre les parties signataires donneront lieu à l'établissement d'un avenant au présent accord.

Article 5.3. Notification de l'accord

Conformément à l'article L. 2231-5 du Code du Travail, le présent accord sera notifié à l'ensemble des organisations syndicales représentatives dans l'établissement.

Article 5.4. Dénonciation

Le présent accord, conclu sans limitation de durée, pourra être dénoncé à tout moment par l'une ou l'autre des parties signataires sous réserve de respecter un préavis de trois mois. Dans ce cas, les parties signataires se réuniront dans les trois mois de la dénonciation pour négocier un éventuel accord de substitution.

Après le délai de maintien en vigueur prévu par la Loi, la société ne sera plus tenue de maintenir les avantages du présent accord, supérieurs aux dispositions prévues par les textes légaux en vigueur, sous réserve des éventuels avantages individuels acquis.

Article 5.5. Dépôt légal

En application des articles R.2262-2 et R.2262-3 du Code du travail, cet accord sera transmis au CSE de l'établissement Centre-Est de l'UES VEOLIA EAU - COMPAGNIE GENERALE DES EAUX et affiché sur les différents sites.

Il sera aussi déposé par le représentant légal de l'établissement Centre-Est de l'U.E.S VEOLIA EAU - GENERALE DES EAUX sur la plateforme de téléprocédure du ministère du travail, accessible depuis le site www.teleaccords.travail-emploi.gouv.fr. Un exemplaire sera, par ailleurs, transmis au Greffe du Conseil de Prud'homme de Lyon.

Le personnel sera informé du présent accord par affichage.

Fait le 20 juin 2022 à Vaulx-en-Velin, en 1 exemplaire original signé par voie électronique par chacune des Parties, conformément aux dispositions des articles 1366 et suivants du Code civil, ce qui est expressément reconnu et accepté par les Parties.

Pour les organisations syndicales

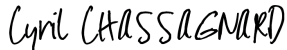
Pour la Direction

La CFDT, représentée par Jérôme GARECHE

DocuSigned by:

2A216796EC28444...

Cyril CHASSAGNARD

DocuSigned by:

2756962077E04D6...

La CFE-CGC, représentée par Antoine AZZARONE

DocuSigned by:

916BBC98811944B...

La CGT représentée par Hervé POULAT

DocuSigned by:

5BDD8DDE72E043A...

Certificat de réalisation

Identifiant d'enveloppe: 3F230049BCFA4DD3A3A9038464A82C4B
 Objet: Accord Indemnité Eau
 Enveloppe source:
 Nombre de pages du document: 6
 Nombre de pages du certificat: 8
 Signature dirigée: Activé
 Horodatage de l'enveloppe: Activé
 Fuseau horaire: (UTC+01:00) Bruxelles, Copenhague, Madrid, Paris

État: Complétée

Émetteur de l'enveloppe:
 Julien BOUYSSOU
 1 rue Giovanni Battista Pirelli
 Saint Maurice, Ile de France 94410
 julien.bouyssou@veolia.com
 Adresse IP: 165.225.20.153

Suivi du dossier

État: Original
 20 juin 2022 | 16:08

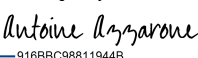
Titulaire: Julien BOUYSSOU
 julien.bouyssou@veolia.com

Emplacement: DocuSign

Événements de signataire

Antoine Azzarone
 antoine.azzarone@veolia.com
 Veolia Eau France / Centre Est (CTE)
 Niveau de sécurité: E-mail, Authentification de compte (aucune)

Signature

DocuSigned by:

 916BBC98811944B...

Horodatage

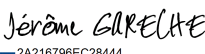
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 Consultée: 21 juin 2022 | 14:15
 Signée: 21 juin 2022 | 14:15

Sélection d'une signature : Style présélectionné
 Signé via le lien envoyé à
 antoine.azzarone@veolia.com
 En utilisant l'adresse IP: 85.169.114.103

Divulgateur relative aux Signatures et aux Dossiers électroniques:

Accepté: 21 juin 2021 | 07:38
 ID: 785ed66c-e16b-4f28-bc76-00a50913f93f
 Nom de la société: Veolia Eau France

Jérôme GARECHE
 jerome.gareche@veolia.com
 Niveau de sécurité: E-mail, Authentification de compte (aucune)

DocuSigned by:

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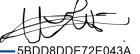
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 Renvoyé: 21 juin 2022 | 14:15
 Consultée: 30 juin 2022 | 16:31
 Signée: 30 juin 2022 | 16:31

Sélection d'une signature : Style présélectionné
 Signé via le lien envoyé à
 jerome.gareche@veolia.com
 En utilisant l'adresse IP: 88.164.156.175

Divulgateur relative aux Signatures et aux Dossiers électroniques:

Accepté: 30 juin 2022 | 16:31
 ID: 37fdbdd2-4d4a-4835-b787-1805d3161d23
 Nom de la société: FRANCE EAU / Centre Est (CTE)

Hervé POULAT
 herve.poulat@veolia.com
 Niveau de sécurité: E-mail, Authentification de compte (aucune)

DocuSigned by:

 5BDD8DDE72E043A...

Envoyée: 30 juin 2022 | 16:31
 Consultée: 30 juin 2022 | 16:38
 Signée: 30 juin 2022 | 16:39

Sélection d'une signature : Écrit sur un appareil
 Signé via le lien envoyé à herve.poulat@veolia.com
 En utilisant l'adresse IP: 81.185.172.84
 Signé à l'aide d'un périphérique mobile

Divulgateur relative aux Signatures et aux Dossiers électroniques:

Accepté: 30 juin 2022 | 16:38
 ID: 4c0542f7-ebdd-4acf-86c0-c7e4490b2a62
 Nom de la société: FRANCE EAU / Centre Est (CTE)

Événements de signataire	Signature	Horodatage
Cyril CHASSAGNARD cyril.chassagnard@veolia.com Niveau de sécurité: E-mail, Authentification de compte (aucune)	DocuSigned by: Cyril CHASSAGNARD 2756962077E04D6... Sélection d'une signature : Style présélectionné Signé via le lien envoyé à cyril.chassagnard@veolia.com En utilisant l'adresse IP: 85.169.114.103	Envoyée: 30 juin 2022 16:39 Consultée: 30 juin 2022 18:13 Signée: 30 juin 2022 18:14

Divulgateur relative aux Signatures et aux Dossiers électroniques:

Accepté: 07 juin 2021 | 12:22
ID: 92cb2507-9f90-4c02-86d5-20fb5a9608ad
Nom de la société: Veolia Eau France

Événements de signataire en personne	Signature	Horodatage
Événements de livraison à l'éditeur	État	Horodatage
Événements de livraison à l'agent	État	Horodatage
Événements de livraison intermédiaire	État	Horodatage
Événements de livraison certifiée	État	Horodatage
Événements de copie carbone	État	Horodatage
santailler lauriane.santailler.ext@veolia.com Niveau de sécurité: E-mail, Authentification de compte (aucune)	Copié	Envoyée: 30 juin 2022 18:14
Divulgateur relative aux Signatures et aux Dossiers électroniques: Non offert par DocuSign		
Yves BACHELARD yves.bachelard@veolia.com RH Veolia Eau France / Centre Est (CTE) Niveau de sécurité: E-mail, Authentification de compte (aucune)	Copié	Envoyée: 30 juin 2022 18:14
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Événements de témoins	Signature	Horodatage
Événements notariaux	Signature	Horodatage
Récapitulatif des événements de l'enveloppe	État	Horodatages
Enveloppe envoyée	Haché/crypté	20 juin 2022 16:16
Livraison certifiée	Sécurité vérifiée	30 juin 2022 18:13
Signature complétée	Sécurité vérifiée	30 juin 2022 18:14
Complétée	Sécurité vérifiée	30 juin 2022 18:14
Événements de paiement	État	Horodatages
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Required hardware and software

Operating Systems:	Windows® 2000, Windows® XP, Windows Vista®; Mac OS® X
Browsers:	Final release versions of Internet Explorer® 6.0 or above (Windows only); Mozilla Firefox 2.0 or above (Windows and Mac); Safari™ 3.0 or above (Mac only)
PDF Reader:	Acrobat® or similar software may be required to view and print PDF files
Screen Resolution:	800 x 600 minimum

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