

Eligible retirement periods are expressed in days and limited to 360 days for a full year:

- ◆ Days validated by way of contributions are declared by employers in their social declarations (nominative social declaration (DSN), annual reports).
- ◆ Periods of inactivity related to a crew member's employment contract are also declared by employers, to be validated free of charge, via their online account.
- ◆ Some periods may also be validated free of charge at the crew member's request or bought back.

The total number of days validated enables the crew member to take their CRPNPAC pension, while days validated against payment (through employer contributions or a buy back) are used to calculate their pension.

As from January 2018, the Board of Directors changed the method for calculating eligible CRPNPAC days as described below. This method applies to the periods specified in the French Transport Code and in the French Labour Code.

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## **EMPLOYERS: CALCULATION OF ELIGIBLE CRPNPAC DAYS FOR SOCIAL DECLARATIONS (DAYS VALIDATED BY WAY OF CONTRIBUTIONS)**

Up until 2016, the days declared by employers were also used to cap contributions. Since 2017, they are now only used to validate periods that are eligible for pension entitlements throughout a crew member's career.

The Board of Directors changed the method for calculating these days, according to the rules decided below:

- ◆ A **full month** is a month that is wholly covered by the crew member's employment contract, without any unpaid work interruptions as defined in the annex, and having given rise to the payment of contributions.
  - ◆ Said month must be declared as **30 CRPNPACI** days (even for months comprised of 28 or 31 calendar days),
  - ◆ Unpaid absences not included in the list of unpaid work interruptions described in the annex do not impact the number of days to be declared.  
E.g.: paid work from 1 to 13 January followed by unpaid leave or a strike as from 14 January = 30 days to declare in January

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<sup>1</sup>Note: in the absence of an implementing decree, the regulation on part-time work does not apply to crew members in the civil aviation sector. As a result, days must not be reduced based on the employment rate.

- ◆ An **incomplete month due to arrival or departure** is a month during which the crew member's employment contract **started** (except on the first day of the month) or **ended** (except on the last day of the month).
  - ◆ The number of days to declare must equal the total **number of calendar days** under contract,
    - E.g.: crew member hired on 15 January = 17 days to declare (from 15 to 31 January), hired on 15 February = 14 days to declare (from 15 to 28 February), contract ending on 15 January or 15 February = 15 days to declare (from 1st to 15th), hired on 3 January and contract ending on 29 January = 27 days to declare (from 3 to 29 January)
  - ◆ In the event of an unpaid work interruption as defined in the annex during said month, the number of calendar days constituting said interruption must be deducted from the number of days to be declared.
    - E.g.: hired on 15 January and unpaid training leave from 25 to 30 January = 11 days to declare (17 days under contract - 6 days of interruption)
- ◆ An **incomplete month due to interruption** is a month during which one or several **unpaid work interruptions** occurred, to the exception of months during which the contract started or ended as described above.
  - ◆ The number of days to declare must equal the difference between 30 and the total number of calendar days of unpaid work interruptions, as defined in the annex, with a minimum of 1 declared day.
    - E.g.: parental leave starting on 15 January = 13 days to declare in January (30 - 17 days of interruption), 10 days of unpaid work interruption in January, February and April due to alternating part-time work = 20 days to declare over these months (30 - 10 days of interruption)
- ◆ A **full month of work interruption** is a month with no work time, and which does not give rise to any **continued payment of salary** for said month.
  - ◆ Such a month must be declared as **0 CRPNPAC days**.
    - E.g.: month of unpaid work interruption due to alternating part-time work. It should be noted that the salary components paid for the month of work interruption but relating to work carried out during the previous month do not have any impact on the calculation of days.

Remarks:

- ◆ In the event of permanent unfitness for work or reassignment to ground duties, the calculation of days must stop on the day before the date on which the decision of permanent unfitness or reassignment is made by the CMAC.
- ◆ Where a contract is terminated, days relating to any unserved notice must be declared. Where a full and final settlement is paid before the contractual end date, the number of days declared may be higher since they will include the total number of days worked + notice days for subsequent months which will not result in the payment of a salary.

- ◆ Up until 2016, compensatory allowance for paid leave (ICPP for its French acronym) had to be declared by employers in number of days. Since 2017, this is no longer the case. The ICPP is still a salary component subject to contributions on the date of payment. However, it no longer results in the validation of time for the leave it compensates.
- ◆ Unlike in 2020, since 2021 periods of part-time work are deemed contributed periods and must therefore be declared in number of days as worked periods (decree no. 2021-570 of 10 May 2021 on the consideration of periods of part-time work for pension entitlements and amending various provisions applicable to the supplementary pension scheme for professional civil aviation crew members).

## **CREW MEMBERS: CALCULATION OF ELIGIBLE CRPNPAC DAYS FOR VALIDATION REQUESTS (DAYS VALIDATED FREE OF CHARGE OR THROUGH A BUY-BACK)**

There are two types of interruptions not declared in number of days (see annex):

- ◆ **Interruptions provided for by Article R. 6527-28 of the French Transport Code and which do not give rise to any continued payment of salary, even in part:** these situations are eligible for validation or buy-back, under certain conditions. Similarly, some periods not covered by the crew member's employment contract may also be eligible for validation (e.g.: periods of education, unemployment, military service, etc.). Specific information notes relating to free validation and buy-backs can be found on our website [www.crpnp.fr](http://www.crpnp.fr).
- ◆ **Other employment contract interruptions specifically provided for by the French Labour Code and not resulting in any continued payment of salary, even in part:** these are periods that are not eligible for a CRPNPAC pension. No texts provide for their validation.

## ANNEX

### LIST OF UNPAID WORK INTERRUPTIONS AFFECTING THE NUMBER OF DAYS DECLARED BY EMPLOYERS

To calculate the CRPN days listed in point the information note, only the following periods are considered unpaid work interruptions:

- ◆ **Article R. 6527-28 of the French Transport Code refers to cases of interrupted work not giving rise to any continued payment of salary, even in part** (interruptions that may be bought back or validated free of charge at the crew member's request):
  - ◆ acquisition of crew member qualifications,
  - ◆ maternity or adoption leave,
  - ◆ parental leave,
  - ◆ leave to promote executive and youth worker training,
  - ◆ jury duties,
  - ◆ training leave,
  - ◆ teaching leave,
  - ◆ periods of temporary unfitness due to pregnancy,
  - ◆ paternity leave,
  - ◆ periods of unpaid absence from work due to alternating part-time work,
  - ◆ period of unpaid due to parental leave taken in the form of alternating part-time work,
  - ◆ periods of compensated part-time work from 1 March 2020 to 31 December 2020 only,
  - ◆ periods of leave for reassignment (period running from 16 December 2021),
  - ◆ periods of mobility leave (period running from 16 December 2021).
  
- ◆ **The French Labour Code explicitly lists employment contract interruptions not resulting in any continued payment of salary, even in part** (interruptions not eligible for validation):
  - ◆ periods of temporary medical unfitness (unless compensated by a compulsory supplemental insurance scheme),
  - ◆ birth leave in case of death of the mother,
  - ◆ family solidarity leave,
  - ◆ caregiver leave (formerly family support leave),
  - ◆ leave for parliamentary mandate,
  - ◆ leave for business creation or acquisition,
  - ◆ sabbatical leave,
  - ◆ parental presence leave.

#### Please note

When CRPN contributions are paid in a given month, all other periods of interruption or absence during said month must be declared by employers in number of days (see the examples provided in point I relating to full months: unpaid leave for personal reasons, strike, etc.).

It should be noted that, for the interruptions listed in the first paragraph specified in the French Transport Code and eligible for free validation or buy-back, special information notes can be found on our website

[www.crpn.fr](http://www.crpn.fr).