

When the Civil Aeronautics Medical Board (CMAC) determines an air crew member to be permanently unfit for work, the member's air crew duties are terminated from the effective date of this determination.

However, the air crew employment contract is not immediately modified or terminated once the member has been determined to be permanently unfit for work.

This guide explains how to treat a member's days and amounts paid after they have been determined to be permanently unfit for work.

I. DAYS: THE TALLY STOPS ON THE DAY BEFORE THE DETERMINATION OF PERMANENT UNFITNESS FOR WORK

The tally of **days** taken into account for the member's retirement pension must **stop on the day prior to the date on which the member is determined to be permanently unfit for work.**

Example:

- Date of the determination of permanent unfitness for work: April 2, 2019
 - ➔ Maximum number of CRPN days = 91 (30 days in January, February, and March + 1 day in April)

II. WAGES: CRPN CONTRIBUTIONS CONTINUE TO BE PAID

For as long as the member's air crew contract has not been terminated, CRPN contributions will remain due on any amounts paid.

This means that **any amounts paid after** the determination of permanent unfitness for work are liable to **CRPN contributions** at the applicable rate and taking account of any applicable upper limits, for as long as the air crew member's contract has not been modified or terminated.

Let's take another look at the example above:

- Date the member was determined to be permanently unfit for work: April 2, 2019
- Reassignment to ground work based on an amendment to the employment contract: July 20, 2019
- Yearly wages paid up to the date of reassignment: 28,000 €
- No absences without pay since the beginning of the year
 - ➔ Maximum number of CRPN days = 91 (30 days in January, February, and March + 1 day in April)
 - ➔ Wages liable to CRPN contributions, using the rates for 2019
 - ➔ Subject to the combined upper limits applicable each month¹ with 19/31 times the upper limit for July 2019 (termination of the air crew contract on the 19th), calculated as follows:
 - Basis liable to retirement pension and insurance fund contributions = 28,000 € (no upper limit applies to the wages as they are below $8 \times (3,3771 \times 6 + 3,377 \times 19/31)$)
 - Basis liable to top-up fund contributions = 22,331.77 € ($3,377 \times 6 + 3,377 \times 19/31$)

¹ Effective 2018, as for Urssaf or Agirc-Arrco, the upper limit must be reduced to take account of periods of unpaid absence. This calculation must be made in calendar days (with a denominator of 31 for months with 31 days, 28 or 29 for the month of February, and 30 for months with 31 days).

² The amount of France's monthly Social Security ceiling for 2019 is yet to be confirmed (it appears in the report from the Social Security accounts committee for September 2018).