

# brexit, dormant contracts better responses needed

## Thunder claps boom over employment conditions for expatriate employees in Europe



### BREXIT

- Transition from UK to French Social Security system due to Brexit will be expensive and impact is to be absorbed by employees. CFE-CGC requests Airbus to provide an improved company offer & an adequate support.
- Enable continuation of UK pension membership, instead of freezing UK Pension with only possibility to rejoin if moving back within 12 months
- Respect original Dormant Contract end dates, which can last up to 12 years instead of just a 6 month transition period offered as compensation
- Secure existing Transfer Contract benefits

**There are blogs but little official communication & insufficient level of commitment from Airbus to protect employees from the impact.**



### DORMANT CONTRACTS

- Threat to end Dormant Contracts in 2020, for Europeans working in France and French expats working in Germany & Spain.
- Significant financial impacts (Social Security, pension, ...).

**CFE-CGC request Management to launch an action plan to protect its employees from the potential negative impacts and to study the extension of the Dormant Contracts terms and conditions.**

Airbus is a worldwide Group with European roots. Expatriate employees have contributed positively to the Company's mobility strategy and the mix of cultures that this has created is a strength, which Airbus must preserve.

**THE CFE-CGC ASKS MANAGEMENT TO IMPROVE ITS OFFER REGARDING CONTRACTS, PENSIONS, BENEFITS, CAREERS & MAKE FORMAL COMMITMENTS ON HOW EXPATRIATE EMPLOYEES WILL BE IMPACTED NOW. MOVING BACK IS NOT THE OPTION FOR PEOPLE NOR AIRBUS!**



**Le 28 novembre, je vote CFE-CGC**