

# MESURES FROM APRIL 6TH SHARED EFFORTS

The containment period continues: the agreements negotiated until now between management and the representative trade union organisations came to an end on Sunday April 5<sup>th</sup>. Since the beginning of the containment period, these agreements have allowed the maintenance of salaries for all employees for whom activity was impossible.

	Week 12 Mar 16th / Mar 20th	Week 13 Mar 23rd / Mar 27th	Week 14 Mar 30th / Apr 3rd
Maintained activity	Work	Work or Lost-hours agreement	Work or Lost-hours agreement
Shut down or slow activity	ATC	Lost-hours agreement	Lost-hours agreement

In the current context, there are major uncertainties about the Group's future business activity. Consequently, **new measures have been negotiated for the coming weeks**. Principle :

- ❑ In April, employees will have to take 2 weeks of leave/rest, according to a schedule defined sector by sector by managers.
- ❑ These days can be from Paid Holidays and/or blocked ATC and/or ACT and/or RTT and/or TSA (all accounts).
- ❑ If the workload were to be insufficient, the partial activity (e.g. partial unemployment) would be used, and paid at 92% of net salary.

Exceptions will be possible for activities requiring permanence and/or on-call duty. The period of application of these measures may also be extended until the end of June for service reasons.

	Week 15 Apr 6th / Apr 10th	Week 16 Apr 13th / Apr 17th	Week 17 Apr 20th / Apr 24th	Week 17 Apr 27th / May 1st	May	July / August	Week 52
Maintained activity	2 weeks of leave/rest 2 weeks of work				Work or Lost-hours agreement	No collective closure Guarantee of the possibility to take 2 consecutive weeks in July/August	
Shut down or slow activity	2 weeks of leave/rest		Partial activity	Partial activity			

- ❑ During these weeks of leave, rest and partial activity, **recourse to the "AMELI absence" scheme is no longer possible** (childcare, persons at risk).
- ❑ Band IV executives, who do not have RTT, will have to take at least one week off.
- ❑ Reminder: for all activities that allow it, **telework remains an imperative during containment**.
- ❑ Opportunity for employees to **donate days off to other employees** (designated by name).

CFE-CGC notes the serious difficulties in the aviation sector, with strong impacts on our activity. While efforts are essential, they must be shared by the employees, but also by the company. Moreover, CFE-CGC, which is committed to social harmony, has resolutely committed itself to these negotiations in a spirit of solidarity.

## Therefore, CFE-CGC has requested, and obtained:

- The guarantee that each employee will be able to benefit from **2 consecutive weeks of leave this summer**.
- **Higher remuneration for partial activity** than the legal provisions: 92% of net salary instead of 84%.
- The payment of a **meal allowance of €9 per day worked on site since 17 March**, for all non-managerial employees (workshop and workshop support).
- The taking of 2 weeks of leave/rest by the days already planned in April, with the possible modification of the days already planned in May/June, in agreement with the hierarchy.

**CONSIDERING THIS A BALANCED AGREEMENT, CFE-CGC HAS SIGNED THIS AGREEMENT.**

**CFE-CGC INVITES EMPLOYEES WITH QUESTIONS TO CONTACT THEIR REPRESENTATIVES.**