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RELOAD Holidays

Unacceptable on seniority and age holidays.

The negotiations on the *Holidays* theme resumed on June 2nd. Airbus Management detailed their proposals, divided in 2 major topics.

Work/life balance

- Absence package for family reasons:**
 - 8 days (upon certificates).

It will replace the *child sick leaves*, *family caregivers* and *devices specific to certain companies* (hospitalization or end of life accompaniment...).

⇒ Compared to the current agreement, this proposal is *more flexible and enlarge rights*, but it doesn't allow the accumulation of years. It remains insufficient to cover the most constraining situations (seriously ill child, disabled child, end of life accompaniment): the CFE-CGC demands that this package is **increased to 15 days to cover these situations**.

- Family events** (birth, weddings, funerals).

Proposed alignment to the new Metallurgy Collective Agreement.

⇒ the provisions of the new Metallurgy Collective Agreement improve the previous version. The CFE-CGC will position itself depending on the global balance of the holidays device.

- Paternity leave / child welcome:**
 - Additional 8 open days to the legal 25 calendar days.
 - Compensation Maintenance throughout the whole leave duration.

⇒ To the CFE-CGC, this proposal expected by the employees meets the requirements of attractiveness and modernity of our group.

Next meeting on June 9th

RELOAD Working Time

The 4th negotiation meeting on *Working Time*, as part of the RELOAD project, was held on 2nd June.

Initially, Airbus' Management had wished to increase the working days forfeit to **216 days*** to all employees in the scope of this measure.

Following the previous meeting held on 23rd may, the CFE-CGC wanted to know your position on this proposal via an **opinion survey, with the following results** (2530 answers) :

My current working days forfeit (for a full time job) :

- 211 days
- 212 days
- 214 days
- 215 days or more

My opinion :

- I wish to maintain my current forfeit.
- I wish to increase my current forfeit.
- I wish to modulate annually my current forfeit (211, 214 or 216 days).

On 2nd June, Airbus' Management proposed the following changes :

- The hourly forfeit higher than 1607 h/yr (weekly "35h") to be set at 1700 h/yr (weekly "37h").
- "Solidarity Day" not fixed on a predefined day with a number of JRTT increased accordingly: **Whit Monday would become again a non-working day**.

The CFE-CGC will defend the following for the forthcoming negotiations :

- A working time forfeit in line with your expectations : 211 days, or higher only if it is optional and generate a salary increase.
- A clear definition of the scope production/out of production supporting the necessary flexibility to meet operational and personal constraints.
- A yearly reference with no impact on hours of overtime.
- JRTT to be freely scheduled by employees (Christmas week excluded).

* For 211 working days forfeit generated 17 JRTT days (ACT + fixed RTT) in 2022 for 7 bank holidays - to be taken on holidays or to be placed on TSM other rights or end of career. A forfeit increased to 216 days would generate a salary increase but the number of RTT would be diminished accordingly.

Toulouse, 8th June, 2022

RELOAD - SOCIAL PROTECTION Step-by-step process

A new group collective agreement on Social Protection - Health and Life Insurance has been signed on 25th February 2022 by all the representative unions of the Airbus Group in France.

This new mandatory system will come into effect on 1st October 2022. You will need to confirm your choices with IPECA before Friday 30th September, according to your personal situation.

SOCIAL PROTECTION IPECA

HEALTH
Treatment, hospitalisation, optics, dental...

LIFE INSURANCE
Incapacity, invalidity, death

As from 1st June and before Friday 30th September

TO DO:

Choose between family and single
By default, the single option will apply as from 01/10/22.

On your IPECA private account :
www.ipeca.fr
Section : "Mes garanties" ⇒ "Ma cotisation famille"
Subscribe online to the family coverage.

As from 1st October, your new "carte de tiers payant" will be available on your IPECA private account.

An explanatory letter will accompany your June payroll, with :

- the details of your new health and life insurance cover
- the step-by-step process to fulfill
- The IPECA contacts

TO DO:

Nominate beneficiaries
Choose options for death
By default, the legal beneficiary* and the most favourable death option will apply from 01/10/22.
* Legal beneficiary: in 1st order: spouse, children, ascendants

On your IPECA private account :
www.ipeca.fr
Section : "Mes bénéficiaires" ⇒ "Prévoyance"
Download the form "Designation bénéficiaire" or "Choix option décès".
Fill in and send the documents to :
IPECA PREVOYANCE
Service Affiliations
5 Rue Paul Bernart 75740 Paris cedex 15

Your CFE-CGC representatives are at your disposal to support you.

This app will enable you :

- to follow your health reimbursements and life insurance account.
- to keep clear your "carte de tiers payant", always available.
- to send your administrative documents in one click.

Toulouse, 28th June, 2022

THE AISC 30 years
Airbus SAS CELEBRATES ITS 30 years

Airbus Industrie Staff Council was created 30 years ago, since then the set has evolved a lot. When the AISC started, it was managing 1 000 Rights-holders and today it is over 25 000 ! You have entrusted the management of social works to the CFE-CGC. Your CFE-CGC elected representatives are listening to you, and they are working tirelessly to improve the offers and services, by anticipating, innovating and adapting to all contexts, recent and future.

To celebrate this anniversary, AISC has prepared some festive and convivial events!

SURPRISES ALL ALONG THIS YEAR !

All AISC Committees contribute to this anniversary and will offer surprises. Stay tuned to AISC's communications (News and App).

AISC DATES TO REMEMBER

- Friday June 17th from 11AM to 2.30PM (AISC's parking lot)
Small Market & Foodtruck : local producers, quality products, a musical entertainment. A gift will be given to the first 260 visitors !
- Wednesday September 7th & 14th from 10AM to 6PM (AISC's parking lot)
Bouncy castles & crepes offered to the 3 to 14 years old children.
- Thursday September 22nd **Ecomobility** : entertainments & cycle challenges will be proposed, with gifts to win !

OTHER EVENTS TO COME...

- Christmas Party + Concert (Children Committee)
- Christmas Market (Providers Committee)
- Travel fair (Holiday & Leisure Committee)

Flasher ici

Suivez les événements
téléchargez l'application AISC +

STAY CONNECTED !
DOWNLOAD THE APPLICATION

