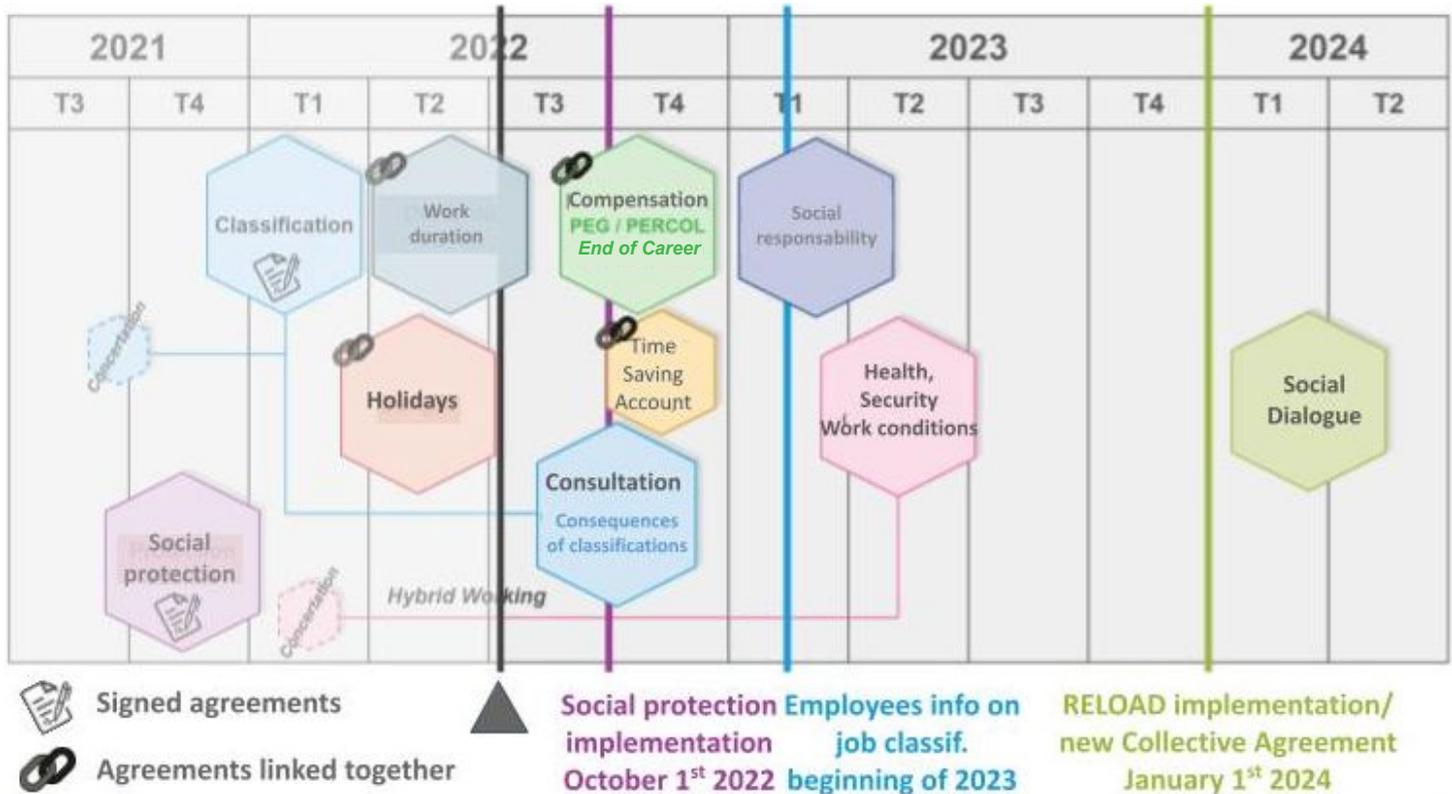


# RELOAD Update

During the meetings of August 24th and 25th, the drafted texts of **Working duration** & **Leaves** were read and commented on and then put on hold pending further RELOAD negotiations.

Indeed, between September & December 2022, the themes **Compensation**, **End of career**, **TSA** will have to be negotiated to complete this bloc.

Moreover, the **Working duration** negotiation resumed on September 5th to understand the **“atypical”** (work in shifts, part-time work, on-call duty). The **Consequences of the Classification** will be subject to a parallel consultation.



End of 2022, or early 2023, the unions will have to decide whether to sign **a single agreement covering all these chapters**.

It is therefore **the analysis of all these themes** that will allow the CFE-CGC to judge **the overall balance and coherence of the provisions**, and thus to adopt **a final position**.

Until then, the negotiations continue...



# RELOAD - Update

With regard to **Working duration**, the CFE-CGC reaffirms its main demands:

- Organize staff work **on a fortnightly basis and not on a weekly basis**.
- **Not to deduct overtime from the calculation of hours worked** during periods of maternity, paternity and adoption leave.
- **Leave the choice** between payment and recovery of overtime **to the sole initiative of employees**.
- In the case of fixed-term working time, leave it **to the sole initiative of the employees** to work beyond the single fixed-term working time, **limited to a maximum of 218 days**.
- Specify unambiguously **the provisions applicable to senior managers**.

With regard to the **Leaves**, the CFE-CGC demands to :

- Guarantee for all employees **a real compensation of 100% of individual rights exceeding 5 days**.
- Define **the compensations specific to Airbus Defence & Space** (impact of the suppression of the bank holiday warranty and of the unworked retirement notice).

During the next **TSA** negotiation, the CFE-CGC will defend, among others, the following:

- Ensure the transfer of **the non used RTT days** to the TSA.
- Ensure the transfer of **5 days from the additional paid leave** to the TSA.
- Ensure **the conversion of money (from salary) into time**, in particular for employees whose fixed-term contract is increased to 214 days.
- Offer the possibility to reduce working time through the use of the **TSA Other rights**.



# RELOAD - Update

Echoing the content of the **Work Duration & Leaves** pre-agreement, the priority demands of the CFE-CGC for the **Compensation / End of Career** negotiations will be:

- Obtain **End of Career** provisions **equivalent to the suppressed Age leave**.
- Achieving **an overall balance when negotiating Compensation**: this is true, among other things, for the “Cadre” employees of Airbus Defense & Space who do not yet benefit from a seniority bonus, unlike their Aircraft and Helicopters colleagues.

To conclude, the CFE-CGC reminds :

- that **no employee should lose out as a result of the RELOAD negotiations**.
- that the modernization of our social status must **reinforce the attractiveness of the Group** and respond :
  - to the employees’ expectations of a **better work/life balance**
  - to the **longer careers**,
  - to the **social evolutions**.

*The negotiations conducted so far will notably enable employees to profit from a good level of health and welfare benefits, and from innovative and readable provisions in terms of holidays.*

*But RELOAD is a long-term process with successive stages. Each of them must allow us to measure tangible progress, but also to build up confidence in order to tackle the next stages in the best possible conditions.*

*During a race, victory is only achieved after having completed many laps of the circuit, and only if you cross the finish line under the chequered flag!*

