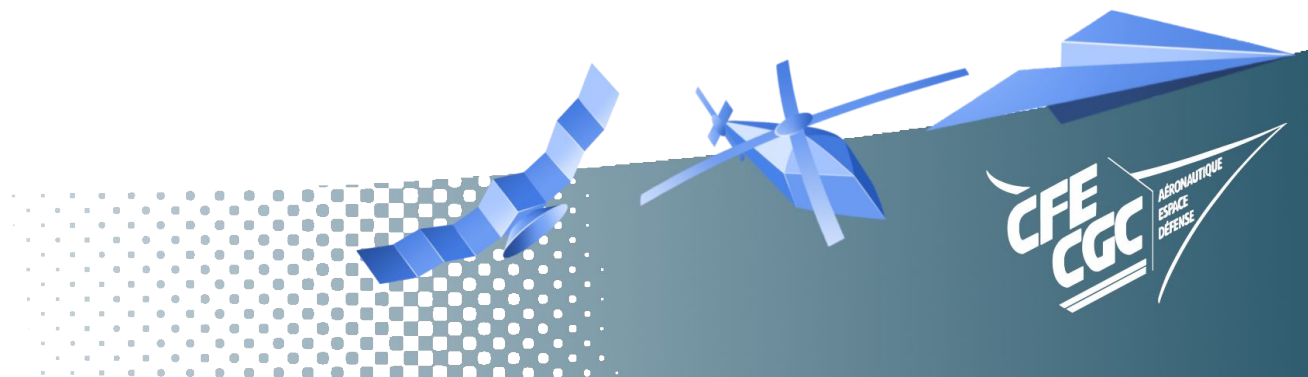




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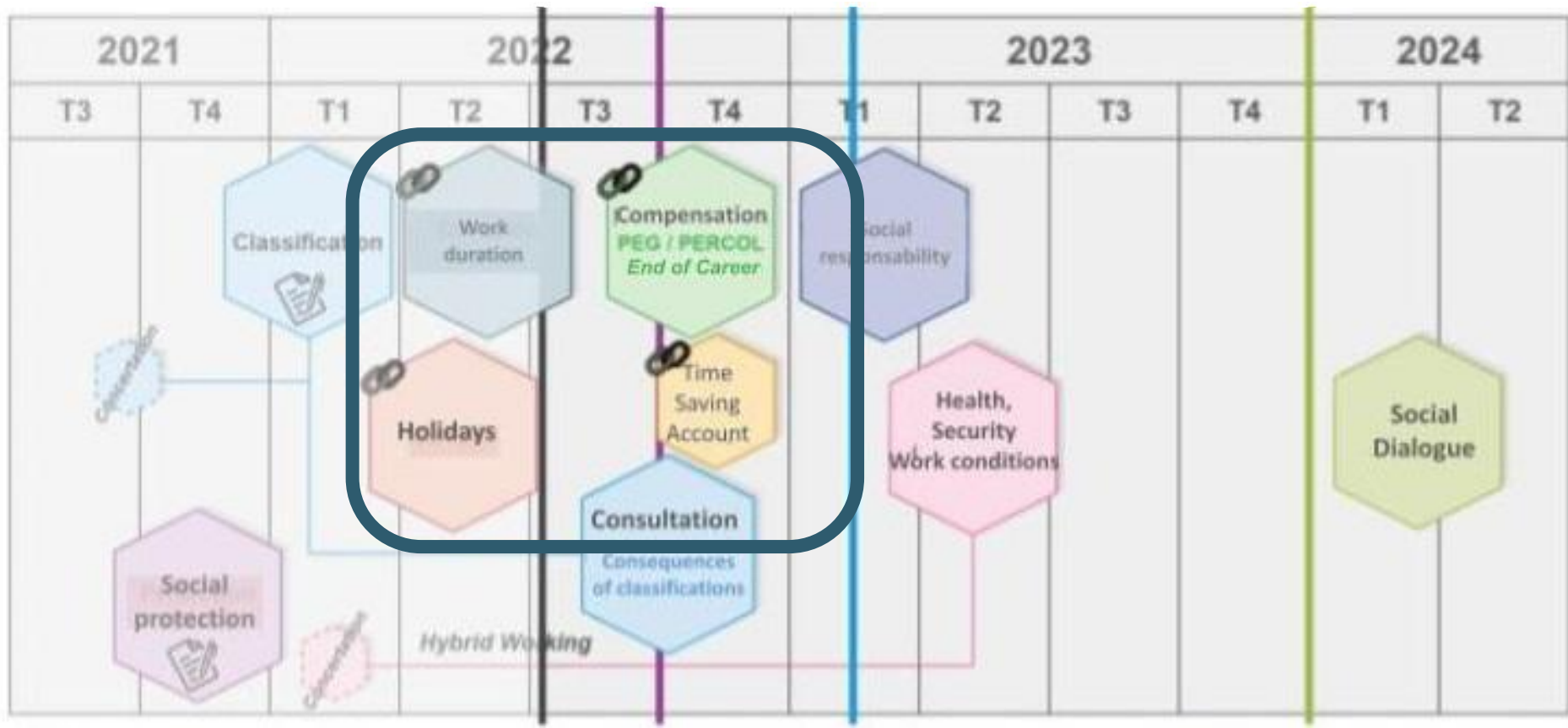
Work duration



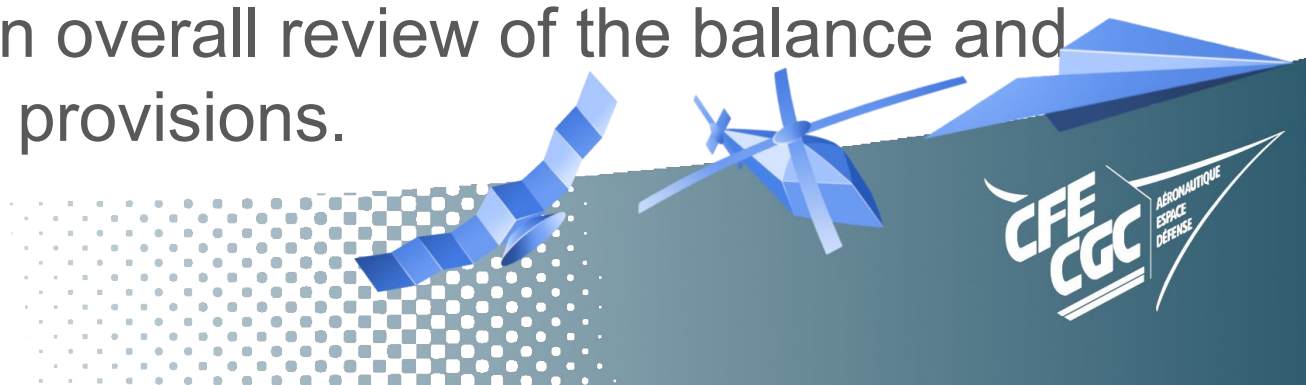
RELOAD

Work Duration

- Timetable



The signature of related agreements will only be considered after an overall review of the balance and coherence of their provisions.



RELOAD

Work duration

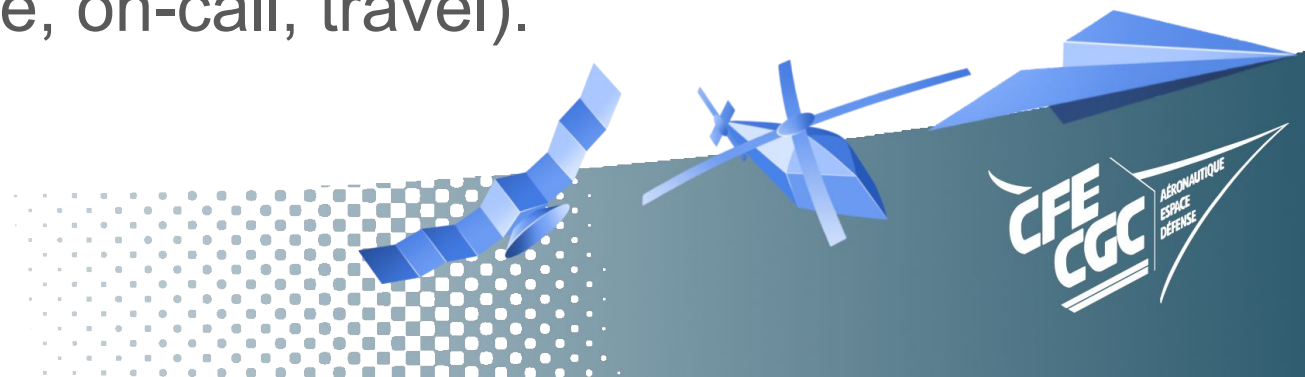
- Perimeter

1 year = 365 days

104 Saturdays & Sundays	7 BH *	25 Legal leaves	<p>229 days out of which to determine :</p> <ul style="list-style-type: none"> - the work duration - the associated organization - the corresponding resting time - the additional hours <p>... and insert the provisions of the Leave negotiation.</p>	<ul style="list-style-type: none"> ○ additional leave package ○ absence package for family reasons ○ family events ○ parenthood ○ TSA ○ ...
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* Bank Holidays

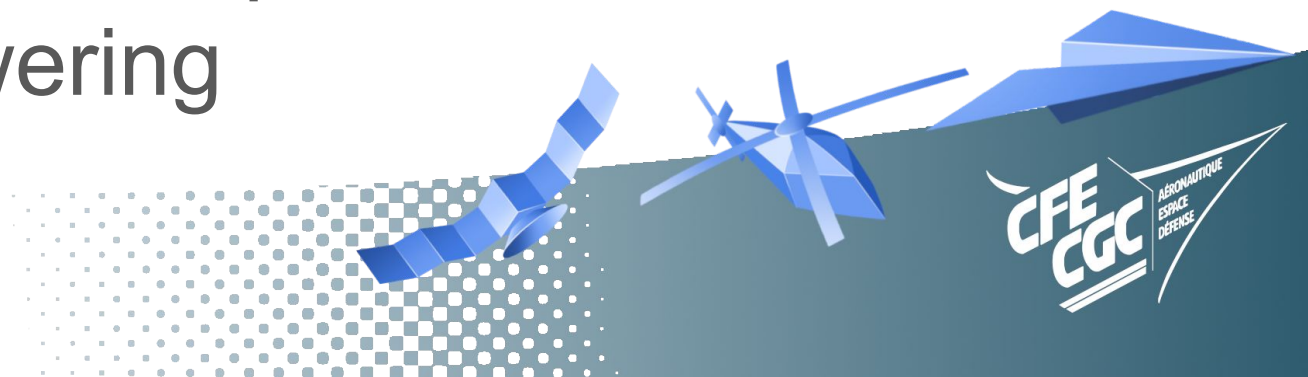
- Pre-agreement put in reserve for general cases.
- Negotiations under way on "atypical working hours" (part-time, on-call, travel).



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Work duration

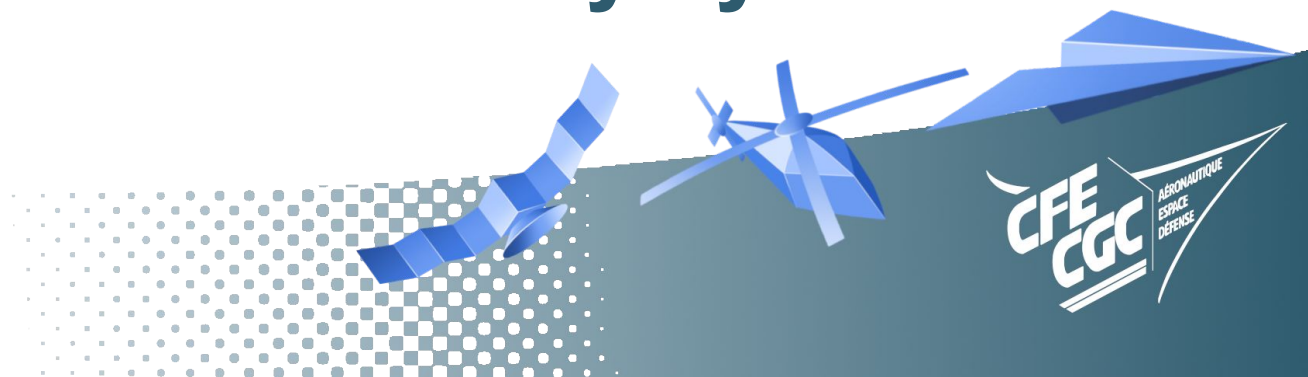
- Context
 - Currently within the Group:
 - different provisions
 - with common principles
 - Objective of the negotiation:
 - harmonize & simplify
 - favouring “working together”
 - reconciling operational needs and employee expectations
 - empowering



RELOAD

Work duration

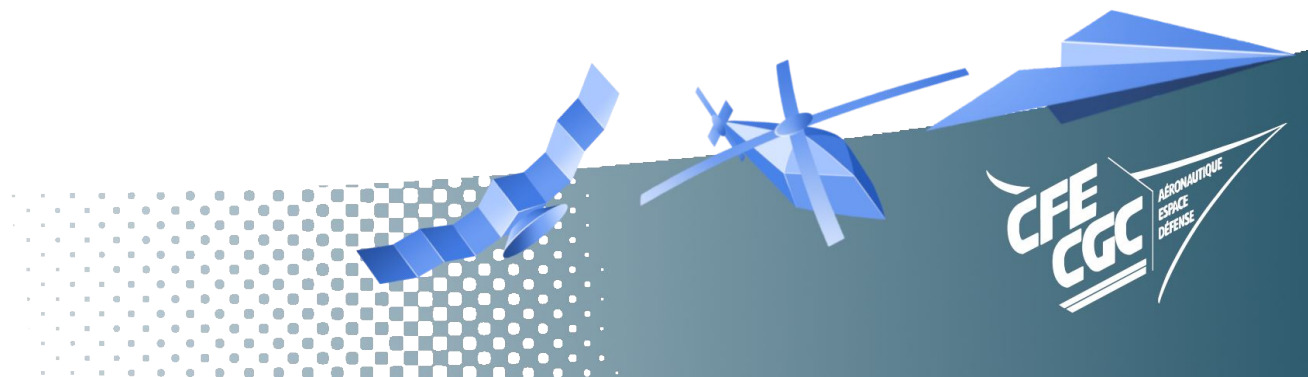
- Principles
 - **Annualised** working time:
 - **capitalization** of the “RTT days”
 - 3 possible references:
 - “35h” hourly flat rate: **1607 hours/year**
 - a single upper hourly flat rate: **1700 hours/year** (equivalent to “37h”)
 - daily flat rate: **214 days/year**



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Work duration

- Principles (suite)
 - Solidarity day :
 - Whit Monday **worked**
 - Time tracking:
 - no direct link with payroll

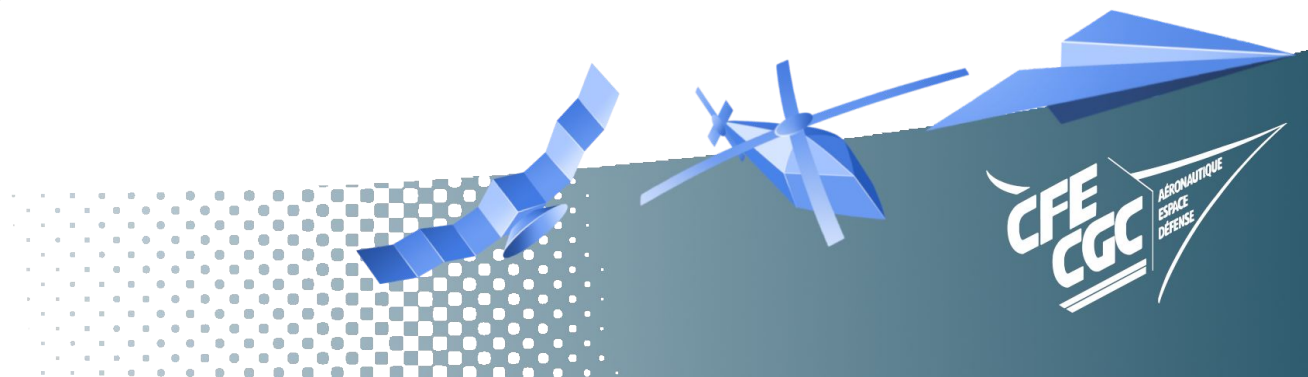


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Work duration

- Principles (suite)
 - RTT days credited **at the beginning of the year.**
 - Taken per **full day.**
 - RTT days must be taken over the **collective closure period:**
 - between Christmas & New Year
 - up to 2 additional days
 - Possibility to **place on the TSA***

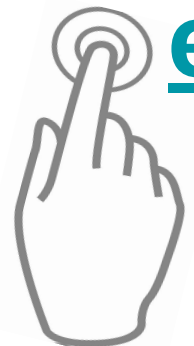
** Upcoming TSA
negotiation*





AIRBUS

To receive the complete document,
please contact Elodie Oriol:



elodie.oriol@airbus.com

Propose always
Opposer sometimes
Build often

