

RELOAD - Classification

Joint committee, consultation on consequences, job mapping.

The topic **Classification** affects all employees in a mandatory way as a direct consequence of the newly signed “Convention de la Métallurgie”.

The **CFE-CGC** was a key stakeholder at sector level (Métallurgie) and carries on with taking its responsibilities at Airbus group level.

Here below, you will find the latest status for the deployment of this new classification system.

3rd joint committee (held on 09/09/2022)

What is the latest ?

- The **job catalogue** has been created :
⇒ 2900 jobs to be spread among 55000 employees of Airbus group.
- The **training path for managers**, which is key for deployment, is ready and was presented to the unions in July.
- The **job profiles** have been allocated.
- The **auditorium training for managers** (usually after e-learnings) are ongoing.
- Next joint committee is planned on 15/12/2022.

For the CFE-CGC :

The joint committee is showing that Airbus group is ahead in the deployment of the new system compare with other companies within the branch.

The +

- ***The training path designed for the managers.***
- ***The clarification of “managing and leading” (50% of time spent at managing) ⇒ The CFE-CGC requests that this criteria reflects the time actually spent at managing the teams.***

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- ***A classification which is now “compressed” by adding the executive cadres employees (Band II & III), gathered on I17 and I18, by decision of the Airbus Management Board, following a consultation with UIMM (union for employer in the “Métallurgie”).***
- ***In the job mapping tool, a criteria linked to the payroll has been introduced, generating confusion for the managers ⇒ The CFE-CGC managed to have this criteria removed.***

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1st consultation on the consequences of the classification

There are 6 meetings planned in relation with the methodology agreement for the new classification, signed by the **CFE-CGC**. These will handle **career and job management**, as well as the **impacts on recruitments and internal mobilities**.

319 company agreements have been analysed, of which 70 are directly impacted by the consequences of the new classification system.

The main principles for career management are:

- **End of promotion campaign** which use to grant the classification of the job to the employee.
- Career management via **mobilities**.
- The employee will take the classification of his/her job **from the 1st day in the job**.
- On 3rd october started the negotiation on “**Rémunération**” (**salary**) which will define the minimum wages and other benefits associated with the new classification system.

New vocabulary :

- ❖ **Evolution :**
Job change with a lower or same classification
- ❖ **Promotion :**
Job change with a higher classification



Next meeting on 17/10 with the theme “**job management**” (especially during reorganisations).

In the meantime...

The managers are performing the **job mapping for their teams**. In order to do so, they have to perform the *e-learning* dedicated to the new classification (accessible to all) and participate to auditorium and live events, which are part of the training path.

The CFE-CGC highly recommends to follow this training path to ensure an harmonious deployment and respect the “spirit” of the new classification.

In addition to this training path, your CFE-CGC representatives remain at your disposal for support. You are a manager or an employee? You have some questions on the new classification ? **Please contact us !**

Oppose sometimes

Always propose

Build often

