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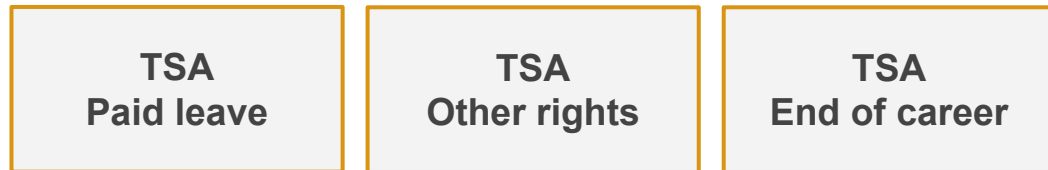
TSA & End of career

As part of RELOAD, the negotiation on **the Time Saving Account (TSA) and End of career measures** have started on 27th october with a picture of what is existing.

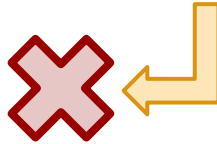
During the meeting on 7th nov, the Airbus Management presented their first proposals.

Time Saving Account

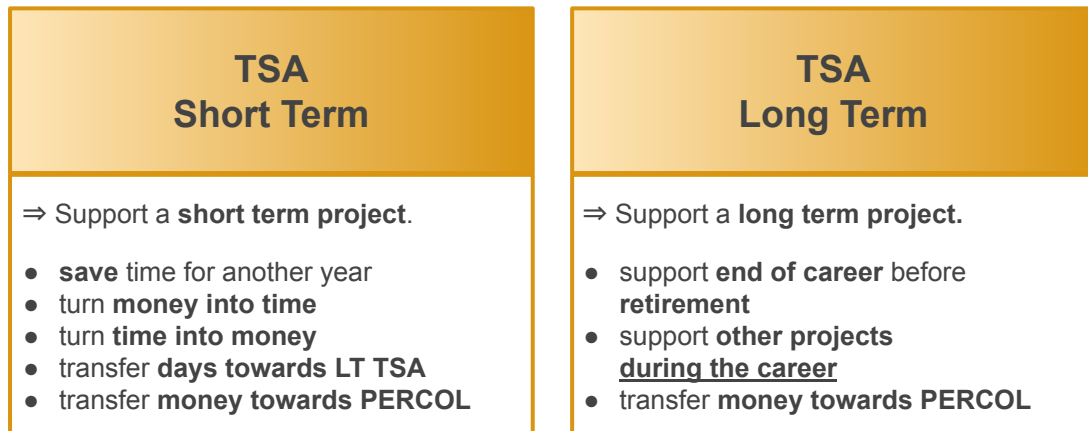
Now



Draft agreement on **Holidays**:
5th week of paid leave to be taken mandatorily during the year
⇒ **removal of TSA paid leave** (any days stored will be dealt with in this negotiation)



New principles



⇒ Support a **short term project**.

- **save** time for another year
- turn **money into time**
- turn **time into money**
- transfer **days towards LT TSA**
- transfer **money towards PERCOL**

⇒ Support a **long term project**.

- support **end of career** before **retirement**
- support **other projects during the career**
- transfer **money towards PERCOL**

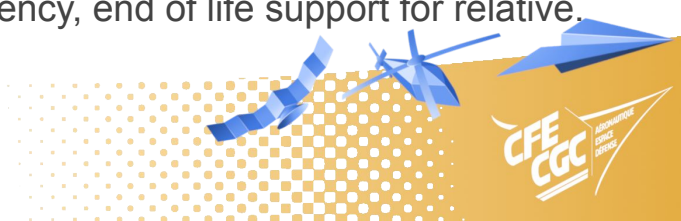
In line with the draft agreements on **Holidays** and **Working Time**, the **additional paid leave** and the **JRTT** freely available can be stored on these 2 TSA.

The principle according to which, days stored on the Long Term TSA can be used to support **part-time or full-time early retirement** is confirmed (same as now): **396 days maximum + 1/3 contribution**.

During his/her career, an employee may use his/her Long Term TSA to support a **personal project**, for a duration between **1 to 6 months**.

Turning Long Term TSA **into money** is authorized in some specific cases: buying quarters for retirement, death, invalidity, dependency, end of life support for relative.

Finally, the **first 10 days** transferred from **CET towards PERCOL** still benefit from a **40% contribution** from the employer.



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TSA & End of career

End of career measures

The Airbus Management is willing to maintain or strengthen existing measures :

- Conversion of “**Indemnité de Départ en Retraite**” (IDR) into non-working days.
- **Assisted part-time** (“TPA”) for eligible employees (long career, pathology).
- Use of **Long Term TSA** before retirement (part-time or full-time).
- **Early retirement** for eligible employees (night shift or 3x8, work accident, work-related illness) to stop working between 2 to 8 months before under conditions (teamwork, invalidity rate).

The Airbus Management also proposes to create or extend the following :

- The **skills sponsorship**, which allow to perform some charity work during working time (4 days/year from 59 y.o.).
- The possibility to use the retirement notice to sponsor the **handover of skills and know-how**.
- Propose to all employees, 4 years before retirement, **individual support** to complete retirement file.

CFE-CGC's point of view:

For the CFE-CGC, the negotiation on TSA and End of career measures must meet employee's expectations all along their career:

- **time/money flexibility** on the short-term, on one hand,
- **capacity to prepare, as early as possible, a smooth personal and professional transition** before retirement, on the other hand.

Some measures have been improved compared to existing ones, and new use are also allowed (ex: use of Long Term TSA for personal project). However, the Airbus Management must amend their proposal to strengthen the use and attractiveness of these measures. The CFE-CGC requests :

- More **flexibility** to feed the TSA (dates, limits, money transfer towards Long Term TSA).
- A **rise in employer's contributions** for transfer towards PERCOL.
- A clear and understandable measure, **for all employees approaching their end of career**, in exchange for the removal of age-related holidays.
- New measures to support **gradual transition** towards retirement.

Next meetings

- 17th november
- 28th november
- 12th december

