

RELOAD - Compensation Hierarchical Minimum Wage

As part of the RELOAD project, the 8th negotiation meeting on Compensation took place on December 5th and a draft agreement was presented during the next meeting, which took place on December 13th.

You will find below the latest progress concerning the minimum salary, the transitional measures as of January 1st 2024 and the grid of the **Hierarchical Minimum Wage**.

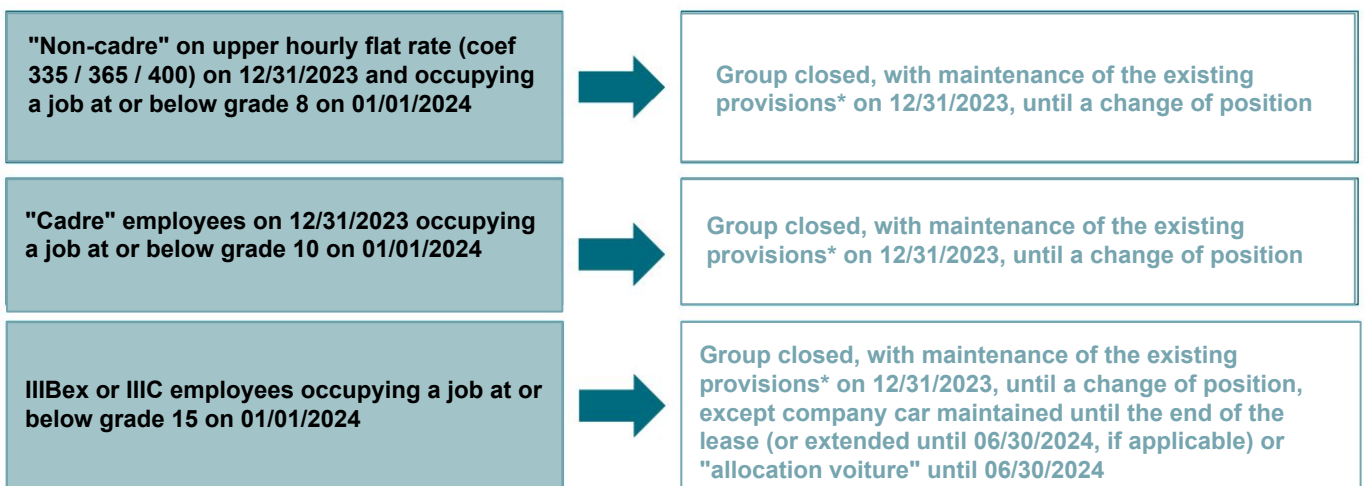
Minimum salary

The "basic complement" heading (currently used to trigger overtime) which some Airbus SAS employees benefit from since the 2018 agreements will be removed and integrated into the "salary" heading - except for employees covered by a specific agreement such as Airtac, ATI etc.



⇒ *The CFE-CGC demands the integration of the basic complement to the "salary" heading for all employees including the ones covered by specific agreements.*

Transitional measures as of January 1st 2024



*Includes the basic salary, the variable components (including the calculation of the severance package) and the work durations. The average performance of the last 3 years will be taken into account for the amount of the variable part for the "Cadre" employees

⇒ *Airbus' Management's offer only partially meeting our request, the CFE-CGC reiterates its demand to keep the car until the end of the leasing contract and then to allocate the car allowance until the change of position.*

Hierarchical Minimum Wage (HMW)

A unique Airbus grid of the annual HMW, applicable as of January 1st 2024.

The amounts in “red” evolved during the meeting held on December 5th.

Grade	35H	Hourly flat rate	Daily flat rate	Rates without hourly reference
1	21814			
2	23095			
3	24375			
4	24700			
5	25200			
6	26047			
7	27045			
8	29262	33651*		
9	31479	36200	40922**	
10	34804	40024	45245**	
11	36023	41426*	46830	
12	38018	43721*	49424	
13	41454	47672*	53890	
14	45443	52260*	59076	
15	58600		76180	
16	71300			92690
17	81486			105931
18	93854			122010

Grades 1 & 2 will not be used within Airbus.

* Possibility of specific jobs eligible for the hourly rate.

** Possibility of specific jobs that meet the rules of autonomy and/or double volunteering.

Launch pad for junior “Cadre” employees



Job classification	Below 24 years old	Between 24 and 27 years old
11	39712	42889
12	43000	46000

CFE-CGC concerns

The CFE-CGC obtained :

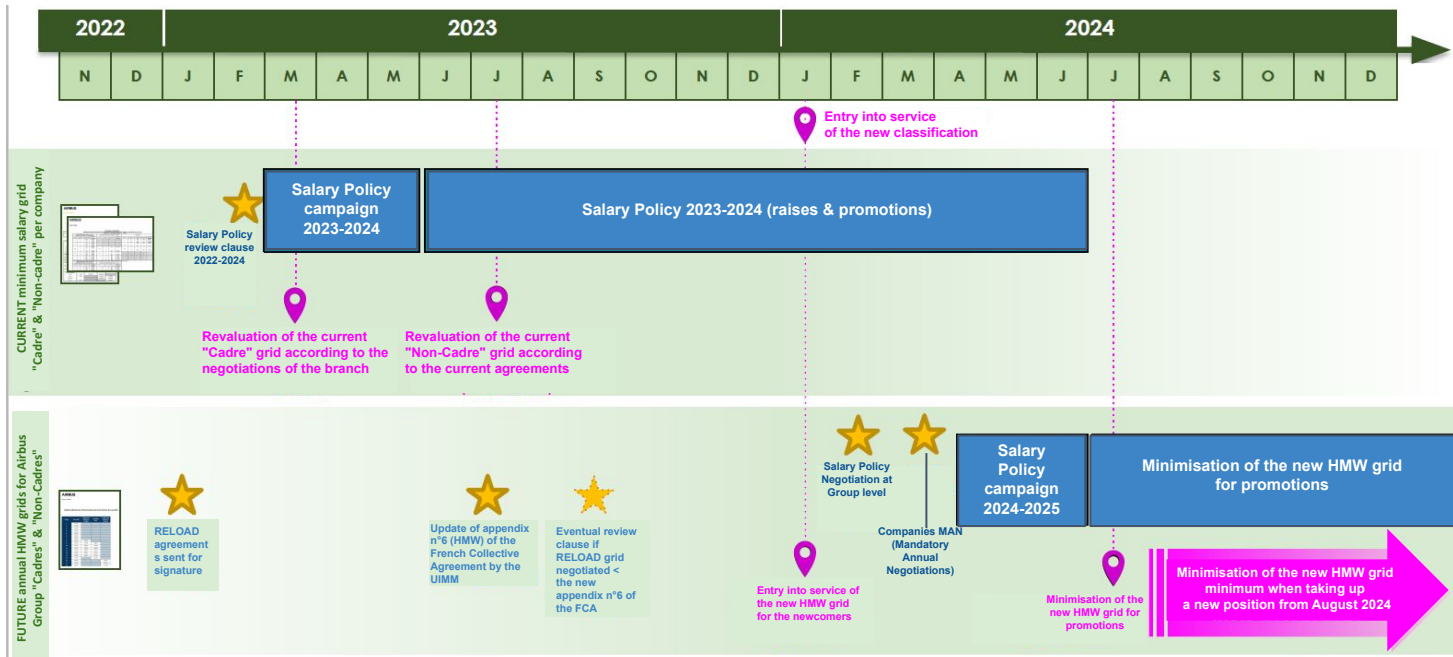
- ✓ The abandonment of the 214th (Airbus base) / 218th (Metallurgy base) of the HMW of the daily rates.
- ✓ The definition of HMW adapted to each type of rates.
- ✓ The display of HMW for job classifications 17 & 18.
- ✓ The establishment of a monthly HMW reference essential for minimization as soon as an employee takes a position within the year.
- ✓ A reassessment of the HMW in accordance with our demands.
- ✓ An improved launch pad for junior “Cadre” employees.

⇒ CFE-CGC Demands:

- **Revaluation of HMW for classifications 9 & 10.**
- **The HMW “junior” must only be used for young graduate recruitments.**



Hierarchical Minimum Wage (HMW)



In 2023:

- No impact of Reload on the timing of the 2023-2024 salary policy campaign.
- Second semester 2023: review clause to revalue the new Airbus HMW grid if below that of the National Collective Agreement, which will be updated in the summer of 2023.

In 2024:

- Group negotiation to re-evaluate the annual HMW grid.
- Negotiation of the salary policy within each company (increases only).
- Minimisation of the monthly HMW following the reclassification of jobs by July 1st 2024.
- From August 2024 onwards, minimisation of the monthly HMW on the date of taking up the post.

CFE-CGC concerns

The CFE-CGC obtained :

- ✓ **The evolution of the annual HMW grid at the earliest each year.**
- ✓ **The minimisation of the HMW on the date of the promotion, i.e. as soon as the position is taken up.**

⇒ CFE-CGC demands:

- **For the employees concerned, the possible minimum wage following the reclassification of jobs on January 1st 2024, must not take into account the 1.42% resulting from the change in the daily rate from 211 to 214 days.**

