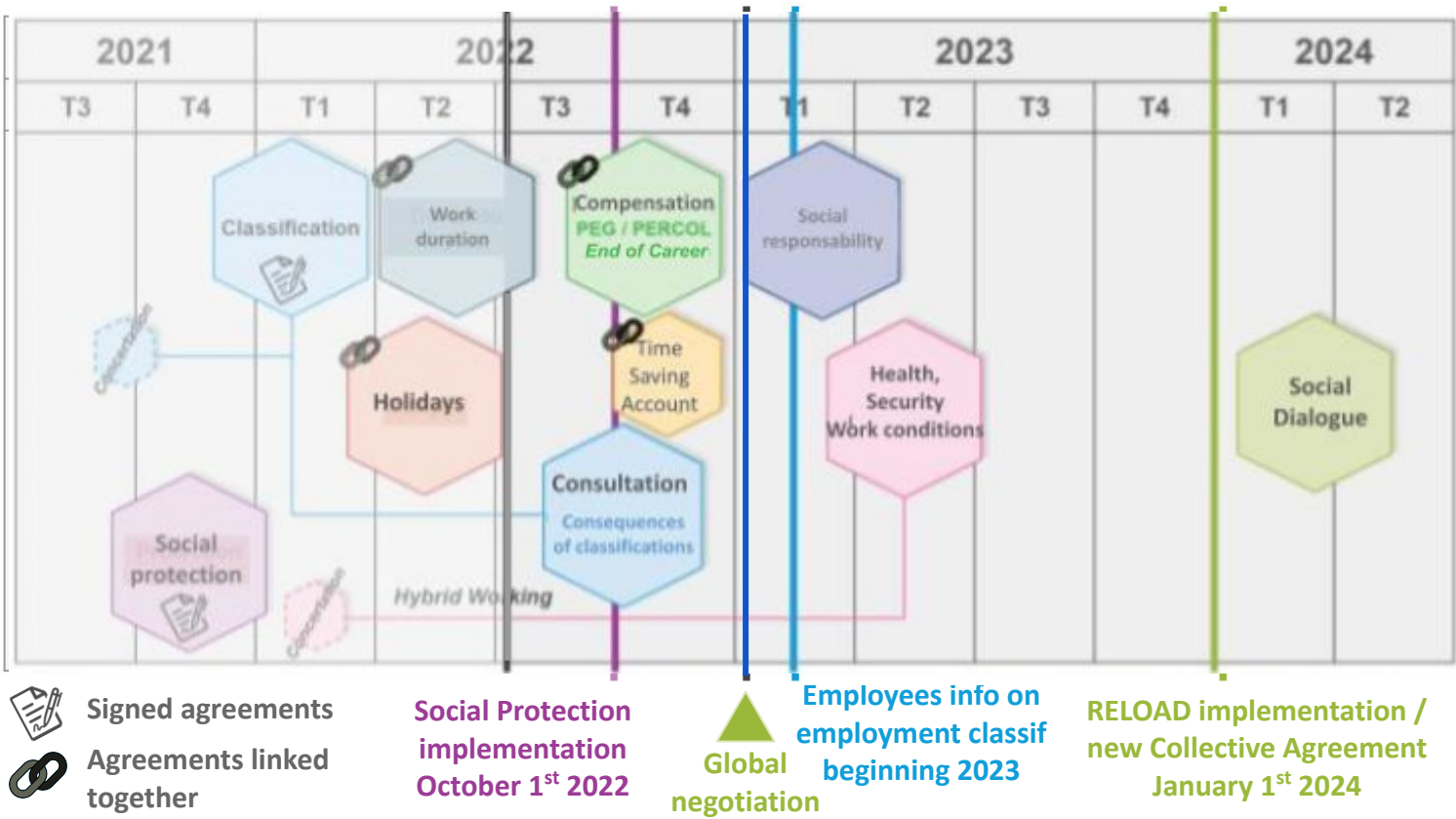


# RELOAD

## New Major Step



Over the whole 2<sup>nd</sup> week of January, Airbus Management will meet with the representative Trade Union organizations for a **global negotiation**. This will allow the **finalization** and **coherence** of the provisions resulting from the negotiations on **Leave, Work Duration, Compensation** and **TSA / End of career** in order to reach a **single draft agreement** covering all these major chapters.

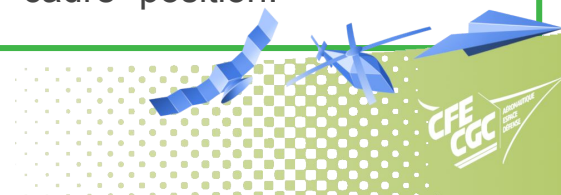


The **CFE-CGC** will defend your interests and demand changes to the provisions on which it has expressed reservations.

During the week, **the CFE-CGC will keep you informed** of the progress of these negotiations **on a daily basis**

### Compensation

- Revalue the **HMW of grades 6 to 14**.
- Consolidate the calculation of the **non-cadre seniority bonus**.
- Integrate it into the basic salary when promoted to a “cadre” position.



# RELOAD – New Major Step

## Work duration

- Be able to organise the work of staff **on a fortnightly basis**.
- **Do not reduce the overtime count** by periods of maternity, paternity and adoption leave.
- **Part-time work / reduced fixed-term working time**: allow for **½ days of inactivity** for all categories de employees.

## Leaves

- Guarantee for all employees **a real compensation of 100% of individual rights exceeding 5 days**.
- Define **compensations specific to Airbus Defence & Space** (e.g. impact of the abolition of the bank holiday guarantee).

## TSA - End of career - Retirement savings

- Allow **voluntary payments** into the TSA of up to **2 x 2500 €** per year.
- Authorize to take TSA in **½ days**.
- For **Part-time workers at the end of their career** :
  - Add a second **activity rate of 90% in addition to the 80%**.
  - Improve the **salary increases associated to these rates**.
- Define a **transitional measure** for additional funding of the Long-term TSA.
- Further improve **the matching of cash payment** to the PERCOL.

The **CFE-CGC** also expects **the provisions for “cadres supérieurs”** to be clarified and/or improved.

**After the Classification and Social Protection negotiations, this global negotiation is a new essential milestone in the RELOAD project.**

**The CFE-CGC will adopt a final position based on the principles that have guided it since the beginning of the negotiations:**

- ✓ **Do not penalize any employee.**
- ✓ **Promote work/life balance.**
- ✓ **Strengthening the Group’s attractiveness.**



**Negotiation cycle:**  
- January 9<sup>th</sup> to 12<sup>th</sup>

