

Grading system - The CFE-CGC answers your questions

From now on until 31st March, each Airbus employee in France will have been informed of their new job grading, applicable as from 1st January 2024. This new system generates various changes :

- Most of the new applicable provisions have now been agreed in **the new social status agreement for all Airbus Group employees** (*Working time, Salary, Leaves, End of Career, TSA*).
- Some of the consequences still need to be clarified and transposed into practical rules, via an **“HR memo”**.
- Others are still pending and will be negotiated as part of the theme **“Job management and professional path” (GEPP = Gestion de l’Emploi et des Parcours Professionnels) of the RELOAD project**.



⇒ As for now, we understand that you have *some questions on your career development and HR process*.

We have therefore requested some clarifications from the Airbus executive board and we share with you the following answers.

Q : Following discussion with my manager, I would like to **submit an individual claim, do I have to send an email to my manager and HRBP ?**

*A : "Indeed, if the employee wants to question his/her job card beyond the discussion he/she had with his/her manager, we recommend that you send **an email to your manager with copy to your HRBP**."*

As a reminder, it is important to note that your manager may request some corrections, should a mistake be identified, but he remains responsible for the overall appreciation of the job card and, by way of consequences, he may also confirm the initial assessment/grading."

Q : Can I have **the same grading than my manager, even if I am not formally recognized with a role of “expert” ?**

*A : "It is possible for an employee to have the same job grading than his/her manager thanks to the 6 criterias used for the assessment, whose weight may be different. As a general rule, **there is no ranking rules which hierarchise the jobs according to the employee’s position in the organisation**. It is the job’s content and the job card’s assessment which generate the job’s grading."*

Q : I am a beginner, i.e. **a new recruit without major work experience : What will be my minimum salary? Am I eligible to the **“launch pad”** salary for Cadres ?**

*A : "The employees with F11 or F12 jobs, with a beginner status, are eligible to a specific minimum wage table called “Launch pad”, **applicable as from 1st January 2024, to all employees younger than 27 years old on 1st January 2024**, whether they have been recruited before or after this date."*



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Q : I am Non-Cadre. If the **new way to calculate my length of service bonus is lower** after 1st January 2024, am I going to lose money ?

A : "no, there will not be **any loss of salary on 1st January 2024**. If there is a gap between my current length of service bonus and the new one (after 1st January 2024), it will be incorporated into the base salary as from 1st January 2024."

Q : I will be Non-Cadre Forfaité, with a job graded E9 or E10 as from 1st January 2024. How will the **payment for overtime** be paid?

A : "The Non-Cadre Forfaités will have a yearly working time reference of 1700 hours. As such, they will have to perform 2 extra hours each week, beyond the 35 hours weekly reference. These 2 extra hours will be **paid each calendar month, exactly like today**, and not at the beginning of the following year n+1, such as the other hours of overtime which will be performed upon request by the manager."

Q : I will be promoted "Cadre" after 1st January 2024. How will my **future salary as a "Cadre"** look like?

A : "The Minimum Salary will be checked against after **incorporation of the length of service bonus gap (if any)** (i.e. amount of length of service bonus Non-Cadre minus amount of length of service bonus Cadre)."

Q : I am Cadre PI or II, and I should benefit from an **automatic change of index in 2023** (according to current applicable agreement). When will apply the minimum wage associated with my new index ? And how will the 1.42% be incorporated into my salary following the increase of working time from 211 days to 214 days ?

A : "For Cadres PI or II having an automatic change of index in 2023, their salary will be **increased to match the applicable minimum salary by 31/12/2023**, according to the current applicable Cadre agreement. On 1st January 2024, all Cadre employees will benefit from a salary increase of 1,42% following the change of working time from 211 to 214 working days."

As a reminder, **the CFE-CGC emphasises that only the job card, describing the most significant activities, can generate the new job grading**. In no event should criterias like age ("too young" or "too old"!), the current salary, the manager's own grading be used to adjust the employee's job grading. Your **CFE-CGC** representatives, fully trained on the new grading system and well aware of the new agreement on Airbus social status applicable as of 01/01/24, remain at your disposal to support you in understanding these topics and answering all your questions : **please contact the CFE-CGC !**

