

RELOAD - Classification

Joint Monitoring Committee

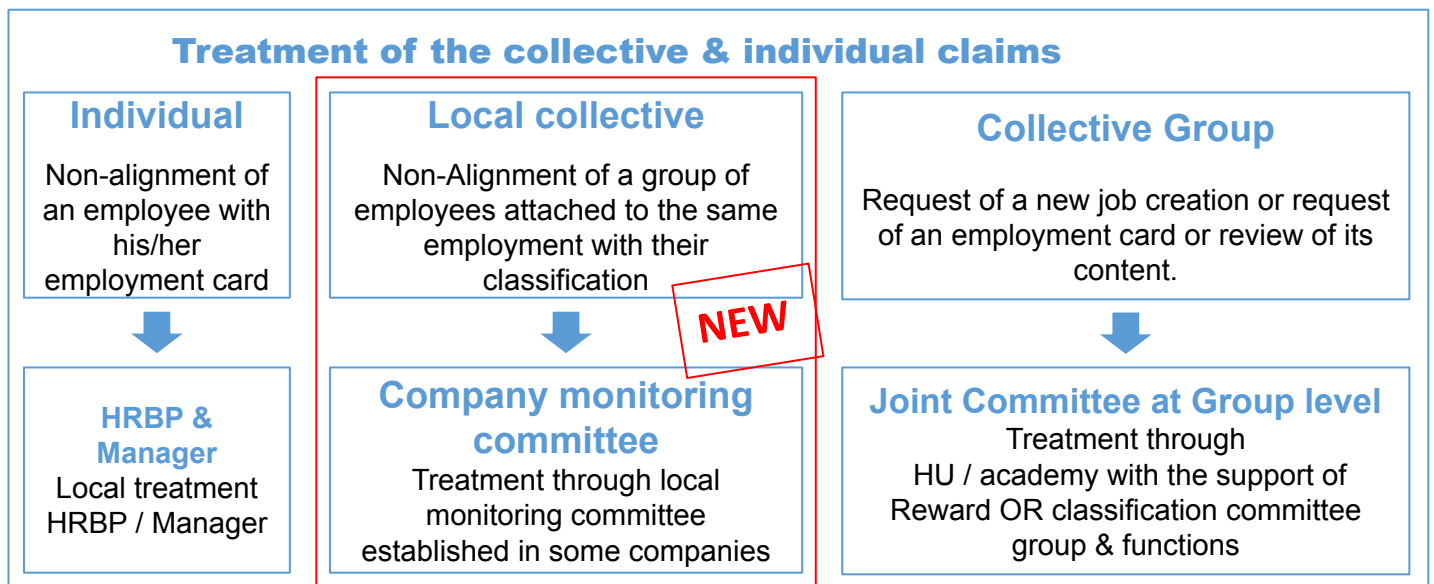
On 13 June 2023, the 6th monitoring committee for the Group agreement on the implementation of the metallurgy classification within the Airbus Group in France was held.

The following elements were presented by Airbus' Management:

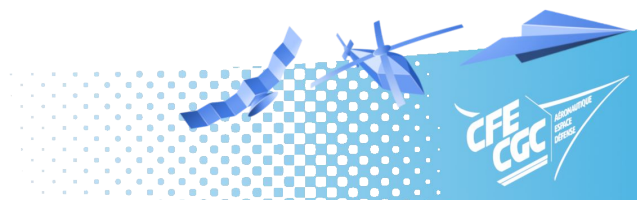
- Role of function/employment classification committees
- Statistics on employment card submissions
- Feedback on collective complaints
- Additional indicators

During this meeting, Airbus' Management presented the progress report of the employment cards distribution. **95% of the employment cards were communicated to the employees at Group level (44820 validated by the employees) & 94% for Airbus Commercial (20923 validated).**

Following the **CFE-CGC's** claim, Airbus' Management will establish a **joint monitoring committee** for each Group Entity in parallel of the one already in place at Group level in order to accelerate the treatment of local collective claims. The local committee will meet on a monthly basis starting from July.



Claiming process : the CFE-CGC demanded and obtained the clarification on the claims declaration time frame. They can be raised until end of October. The CFE-CGC insisted on the importance to get a written feedback from management/HRBP on the individual claims (argued in case of an evolution rejection), within the month following the claim, as mentioned in the method agreement.



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Treatment of claims : The CFE-CGC representatives continue to support in case of observed inconsistency on the deployment of the new classification. In case of a collective litigation, the CFE-CGC will raise your voice during the joint monitoring committee, in order to guarantee a fair treatment of each department, in the respect of the new Metallurgy Collective Agreement.



Note: 1568 employment card at group level (532 for Airbus Commercial) have been reclassified as of June 7th. The employment catalogue continues to evolve with the creation of 6 new jobs & 49 new employment card.

Consequences on the evolution of employees status The implementation of the classification resulted in numerous status changes. Therefore 3895 changes (promotions) will take place as of January 1st 2024. Details here-under.

Promotions as of January 1st 2024	Airbus Group	Airbus SAS
Moving from "NC" (35h) to an employment with a 37h work duration (upper hourly rate)	2280	-
Moving from "non cadre" to a "cadre" employment (class 11)	1222	169
Moving from "cadre" to an "cadre supérieurs" employment (Classe 16)	393	153
Total	3895	322

During the previous committee, the CFE-CGC asked for total clarity on the number of employees losing their status and joining a closed group. There are 728 at group level and 93 within Airbus SAS.

Closed group as of January 1st 2024	Airbus Group	Airbus SAS
Among the employees under an upper hourly rate work duration (37h) mapped to a class 8 employment or below	469	-
Among the "cadres" mapped on a "non cadre" employment	83	21
Among the "cadres supérieurs" mapped on a class 15 employment or below	176	72
Total	728	93

The employees entering these closed groups will benefit from a protection ensured by the RELOAD agreement as long as they remain on the current position. Thus, the compensation of these employees will not be impacted (bonus, variable part, premium, social protection, severance pay...). The CFE-CGC reminds that in the event of any reorganisation at the employer's initiative leading to a downward change in status, their initial status will be guaranteed via the closed group.

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The CFE-CGC, with the aim of ensuring that new managers understand the classification process, has requested that training courses be set up and made permanent.

Note : *e-learning module available in MyPulse-learning.*

CFE-CGC concerns:

Since the job descriptions were communicated, the CFE-CGC, through its representatives trained in the classification process, has been mobilised to support you in your requests for clarification or complaints, and is committed to resolving disputes.

However, some individual or collective requests have yet to be finalised.

The CFE-CGC has obtained changes to the job catalogue (creation of new jobs or employment cards) and an upward revision of classifications for many employees.

CFE-CGC requested Airbus Management to share the HR policy note that will accompany the implementation of the classification system from January 1st 2024.

Moreover, the CFE-CGC, as part of the ongoing negotiations on Job and Career Management (GEPP), is calling for the implementation of new rules, particularly on mobility management and career development within the Airbus group in France.

The next committee at group level will be held at the beginning of September and will provide a complete mapping of jobs and employees by company and profession.

In the meantime, and as demanded by the CFE-CGC, local committees, the new joint bodies for monitoring complaints, will be held in July, September and October to continue working on local collective complaints.



Tips : *find your employment card on the MyPulse homepage through the following menu Profile>menu>PersonalDatas>Documents*



Next meetings

- Company Joint Committee before July 14th
- Group Joint Committee beginning of September