

RELOAD - Classification

8th follow-up joint committee

On Décembre 13th 2023 the 8th follow-up joint committee of the Group Agreement was held on the Metallurgy classification implementation within the Airbus Group in France.

The recurrent elements were presented by Airbus Management, as well as a new one:

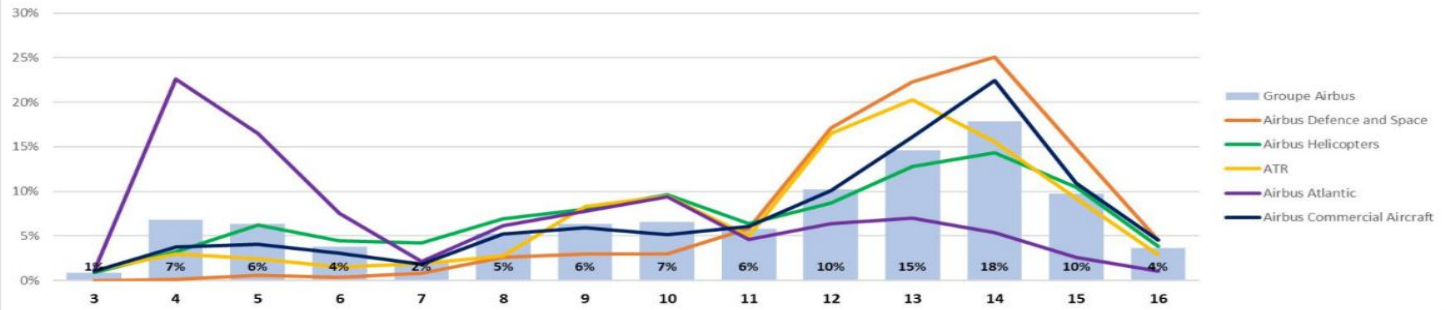
- Overall view of the Group jobs of the new classification.
- Breakdown of jobs by job family.
- Overall mapping of the “Non-Cadre” & “Cadre” jobs.
- **Job classification for apprenticeships** and temporary staff.

All Group employees have received their job cards. 5% of employees have not acknowledged receipt of their job card. The distribution of jobs by job family remains consistent between December 2022 and December 2023, reflecting the activities carried out within the various Airbus divisions.

55 524 employees

received their job cards
(permanents positions
excluding cabin crew,
temporary & apprenticeships)

Classification distribution in France as of January 1st 2024



	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Airbus Defence and Space	0%	0%	1%	0%	1%	3%	3%	3%	6%	17%	22%	25%	15%	4%
Airbus Helicopters	1%	3%	6%	4%	4%	7%	8%	10%	6%	9%	13%	14%	10%	4%
ATR	1%	3%	2%	2%	2%	3%	8%	9%	5%	16%	20%	16%	9%	3%
Airbus Atlantic	1%	23%	16%	8%	2%	6%	8%	9%	5%	6%	7%	5%	3%	1%
Airbus Commercial Aircraft	1%	4%	4%	3%	2%	5%	6%	5%	6%	10%	16%	22%	11%	5%
Groupe Airbus	1%	7%	6%	4%	2%	5%	6%	7%	6%	10%	15%	18%	10%	4%

Employees status evolution

Promotions on 1 January 2024 linked to the implementation of the new classification	Airbus Group	Airbus SAS
Transfer from NC (35h) to a job with 37h working hours (fixed rate)	1406	
Change from “non-cadre” to “cadre” (class 11)	653	107
Transfer from “cadre” to senior executive (class 16)	333	131
TOTAL	2392	238

Since septembre, the number of promotions was raised of 9% at Group level, following readjustments & new job mappings.

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Closed groups as of January 1 st 2024	Airbus Group	Airbus SAS
On employees with a fixed working time (37 hours) mapped to a job in class 8 or below	421	
On 400 points employees	376	23
On "cadres" mapped to a non-executive job	66	20
On senior executives mapped to a job class 15 or below	228	120
TOTAL	1091	163

Reminder: employees concerned by these closed groups benefit from guarantees under the RELOAD agreement as long as they do not change jobs. This means that their remuneration will not be affected (bonus, variable part, premium, social protection, redundancy pay, etc.).

New job classification for apprenticeships

In accordance with article 62.4 of the Metallurgy Collective Agreement, employees on apprenticeship contracts must benefit from the introduction of a specific system for classifying jobs according to the diploma they are preparing for, based on 4 families.

From Septembre 2024		Employment classification	Contracts in progress as of January 1 st 2024
Apprenticeship families	Prepared diploma		
Family 1	CAP/BEP	A2	
Family 2	Bac pro/bac techno Contrat pro < bac	B4	Apprenticeship group 1 Professionalization contracts group 1
Family 3	Bac+2/+3 Contrat pro > bac	C6	Apprenticeship group 2 Professionalization contracts groups 2 & 3
Family 4	Bac+4/+5	D8	Apprenticeship group 3

Note for apprentices already on a contract:

- Job cards have been distributed since December 18th.
- **No change in salary:** in spring 2024, a consultation process will define the salary scale dedicated to SMHs for the job cards of the 4 families of apprentices, to be applied in September 2024.

And as regards temporary staff:

All the information required to establish the job cards was provided to the temporary agencies, which issued the job cards to the staff concerned between 12/18/2023 & 01/15/2024.

The employees concerned may request information from their manager and/or HRBP.



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In accordance with our method agreement on the deployment of the new classification within Airbus in France, this 8th meeting of the joint monitoring committee brings to a close the so-called "transition" phase of the implementation of this new classification.

However, the classification itself and its job catalogue are not set in stone.

The catalogue will live on and will have to be adapted according to the needs and the evolution of jobs for the Group. For example, a thirteenth job family has already been created (Supply Management/Improvement).



The CFE-CGC representatives are here to listen to you and help you deal with individual and collective complaints, such as:

- The creation of job descriptions dedicated to the **expert channel**, in order to recognise and maintain the tasks required in the context of their expertise.
- The inclusion in job descriptions of the responsibilities associated with **delegations of signature**, such as that of DCS (Design Certification Specialist), in order to recognise the resulting responsibilities and maintain the attractiveness of these positions.
- Revising the principle of assigning job cards for **employees who hold two jobs at the same time**: the current process, by focusing on the activity that takes up the most time, fails to identify many of the significant tasks performed by these employees, and therefore does not recognise the full range of their duties.
- The creation of job cards that take into account **the specific nature of certain jobs**, such as industrial jobs at Airbus Helicopters (leader, assembly operators, dynamic component repair, training room jobs, etc.), and point-fixers at Airbus Aircraft and Helicopters.
- Expansion of the job catalogue for **Marketing professions**, to cover all the activities of these professions within the Group.
- And more to come...

Since January 1st 2024, the new classification system has been deployed and we have entered a new phase.

Your CFE-CGC representatives are at your side to give you details of the figures presented to the committee, to explain the new reference systems and to support you in adopting the new system for your career development.

Among the next steps, any final upgrades to the SMH will take place no later than July 1st 2024.

In addition, monitoring and requests for changes in classification will no longer be made via joint committees, whether local or Group, but via GEPP committees within the CSE-C or CSE-E of the various Group entities.

The CFE-CGC insisted on the need to maintain a global vision of the Group beyond these local GEPP committees. Management has listened to our demands and has agreed to meet with us at the beginning of 2024 in the context of negotiations on social dialogue and its bodies.

