

# 2023-2027 AIRBUS Group representativeness



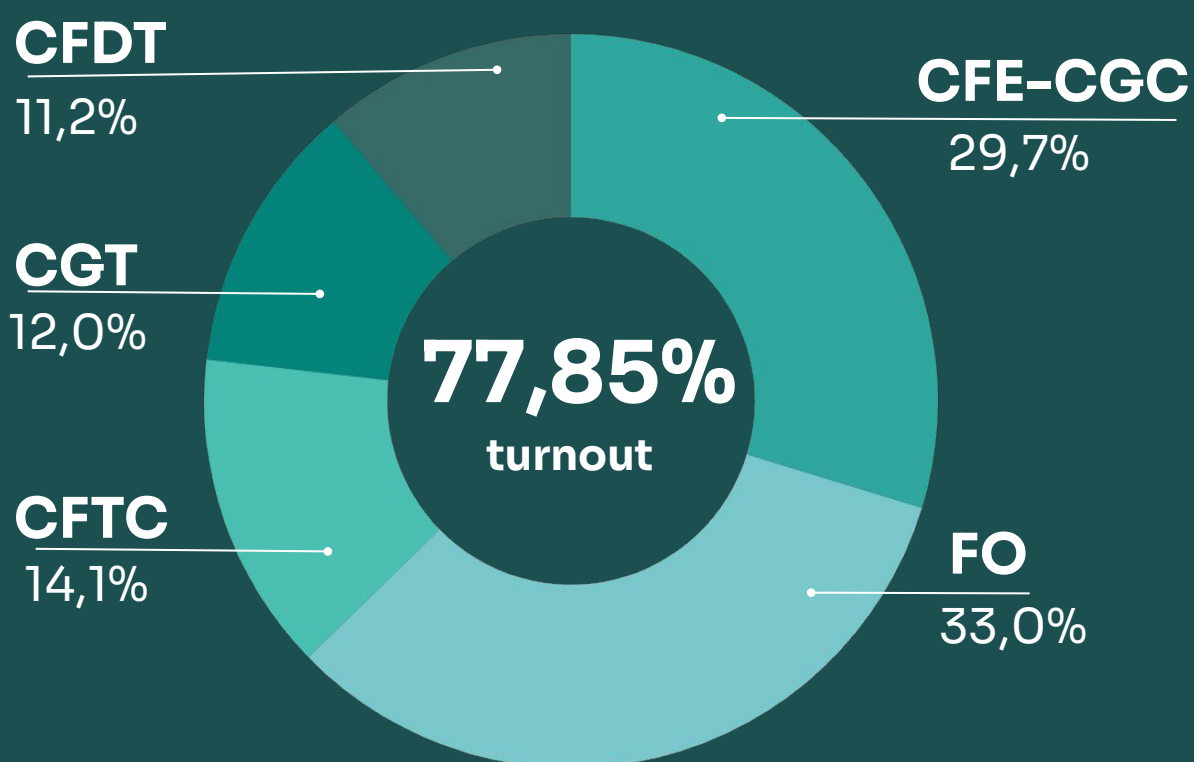
## The CFE-CGC strengthened



After a 3-week election cycle, the results for the Airbus Group in France (ADS - AH - Airbus SAS - Airbus Operations - Airbus Atlantique - ATR, etc...) were officially announced on Monday November 27<sup>th</sup> 2023.

First of all, we must congratulate ourselves on the turnout: 77.85%, an increase of more than 5 points compared to the previous ballot in 2019. **This high turnout recognises the quality of the social dialogue within Airbus and indisputably validates the choice of 100% electronic voting.**

### Airbus' 2023-2027 signature weight



The results of the elections determine the respective signing weight of the Representative Trade Union Organisations (RTUOs) at group level, the level at which the majority of agreements are now negotiated.

This is how daily mobility (LOM), hybrid working, QWL, etc. will be negotiated in 2024. It is also at this level that the framework for wage policies and any increases in minimum wages and seniority points will be defined.



CFE-CGC has strengthened its position as the 2nd largest representative union across all colleges, narrowing the gap with the largest to 3.3% vs 6.6% in 2019.



AIRBUS

Some CFE-CGC results deserve to be highlighted :

- **Airbus SAS**, where the CFE-CGC confirmed its place as 1<sup>st</sup> UO with around 40% of the votes and 15 points ahead of the second.
- **Airbus Atlantic**, being Elected Secretary of the CSE-E in 5 of the 7 facilities.
- **Airbus Helicopters Paris Le Bourget**, where, after a first mandate in full management of the CSE, the CFE-CGC improved its audience by 4 points and was strengthened in its position as 1<sup>st</sup> UO of the site with more than 38%.
- **Airbus Operations SAS & ATR**, where the CFE-CGC improves its audience by more than 1 point.
- **Airbus Defense & Space Elancourt**, where the CFE-CGC is also strengthened as 1<sup>st</sup> UO of the site.
- **Navblue, SLC, Stormshield**, as many companies where the CFE-CGC has achieved excellent results and is recognised as the leading trade union organization.

For an agreement to be valid, it must be signed by one or more RUOs with at least 50% of the votes cast.

These elections confirm CFE-CGC as one of the two key players in social dialogue and negotiations within the Airbus group in France.

The 20 seats of the **Group Committee in France (CGAF)** are from now on distributed as follows : CFE-CGC 6, Force Ouvrière 7, CFTC 3, CFDT et CGT 2.

### **The CFE-CGC would like to thank all AIRBUS Group employees who voted for it.**

Despite crises such as Covid and in a context of profound social change (new collective agreement, Reload agreement, major turnover of employees, ecological transition, etc.), these results commit the CFE-CGC to the coming mandate.

Rest assured of the CFE-CGC's daily commitment to the development and future of Airbus, to improving working conditions and pay, and to decarbonising our activities.

There are so many things  
**that bring us together**

