

# 4<sup>th</sup> “On-call” negotiation meeting

The 4<sup>th</sup> negotiation meeting was held on February 23<sup>rd</sup> 2024.

The CFE-CGC was heard on all its demands. therefore:

- Multiplier coefficients were increased for all levels,

| Level of complexity of hazard management  | Medium       | High   | Exceptionnal                                 |
|---|--------------|--|--|
| Duration of intervention (cumulative hours of call-out over the on-call period) | 1h to 3h     | 3h to 6h                                     | over 6h                                      |
| Multiplier coefficient for the basic daily rate                                 | <b>X 2,5</b> | <b>X 3,5</b><br>capped at 3 on bank holidays | <b>X 4,5</b><br>capped at 3 on bank holidays |

- The basic weekly on-call rate has been increased,
- The Saturday on-call rate has been aligned with the Sunday rate,

|           | Week        | Weekend     |             | Employer's JRTT | Bank holidays |
|-----------|-------------|-------------|-------------|-----------------|---------------|
|           |             | Saturday    | Sunday      |                 |               |
| R1        | 24 €        | 54 €        | 65 €        | /               | 150 €         |
| <b>R4</b> | <b>30 €</b> | <b>70 €</b> | <b>70 €</b> | <b>60 €</b>     | <b>150 €</b>  |

- On-call lump sums will be revalued annually on the basis of the general increases provided for in the salary agreements negotiated within the Airbus Commercial Aircraft UES (as from 2027),
- Retroactivity of the measures to January 1<sup>st</sup> 2024, subject to an agreement signed in March 2024.

As requested by the CFE-CGC, the time slots associated with periods of on-call duty will be clarified in an application note, using the following contractual framework: the period of on-call duty falls between the end of the working day and the resumption of work the following day, when the employee is no longer on site or after disconnection in the case of teleworking.

The CFE-CGC will ensure that this rule is complied with.



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To make it easier to comply with the statutory weekly rest period, Airbus Management has redefined weekend on-call periods. Thus :

| Type of on-call duty    | <b>Weekly</b> on-call duty (on-call triggered a Monday - Tuesday - Wednesday - Thursday) | <b>Weekend</b> on-call duty  | <b>JRTT</b> on-call duty <b>at the employer’s or bank holiday over the week</b>            |
|-------------------------|--|--|--|
| Periods of on-call duty | From the end of normal working hours of D day to beginning of working hours of D+1 day   | From the end of normal working hours on Friday to 11h59PM on Saturday<br><br>From 00h00AM on Sunday to beginning of normal working hours on Monday | Beginning of normal working hours on D day to beginning of normal working hours on D+1 day |

**Note:** except in exceptional circumstances, a single intervention over a period of on-call duty may not exceed 7 hours.

## CFE-CGC concerns:

- At the end of this fourth and final negotiation session, the CFE-CGC obtained a satisfactory development of the on-call lump sums, which, coupled with an innovative multiplying mechanism for these lump sums, makes it possible to recognise both the constraint linked to being on call and the recognition of the efforts made to intervene.
- The CFE-CGC welcomes the retroactive application of the measures to January 1<sup>st</sup> 2024 (subject to the agreement being signed in March), as well as the annual indexation of on-call lump sums. On the latter point, implementation in 2026 was defended, but remains fixed at 2027.
- Concerning the sectors where the use of on-call time leads to long and very recurrent interventions, the CFE-CGC has asked that the organisation of work be analysed where the use of on-call time does not make sense. Employees' quality of life at work must remain a priority.

The draft agreement will be put up for signature by July 3<sup>rd</sup> 2024 at the latest. CFE-CGC remains in contact with its members and will consult its representative bodies with a view to signing or not signing this agreement. Do not hesitate to contact your representatives to discuss this matter.

**Do not forget!** The RELOAD agreement redefines the rules for payment of intervention hours, in particular with the introduction of additional pay. To find out more, scan here →

