



2024-2025 Salary Policy

Toulouse
April 22nd 2024

The CFE-CGC signes the agreements

After consulting its Union Councils, the CFE-CGC decided to sign the Group & Airbus UES Aircraft salary policy agreements.



Airbus UES

As a reminder, **the last offer from Airbus Management was :**

Salary policy budget for the period July 2024 - June 2025			GR	IR	Specific budgets
"Non-Cadres"	Class 3 to 10	4,4 %	1,9%	1,8%	0,7%
			<ul style="list-style-type: none"> o stub 70€ o July 2024 	<ul style="list-style-type: none"> o July 2024 : 0,1% MHS upgrades o September 2024 : 1,7% with a minimum IR : €40 	<ul style="list-style-type: none"> o stub AG o promotions July 2024-June 2025
"Cadres"	Class 11 to 15	4,4 %		3,7%	0,7%
			<ul style="list-style-type: none"> o IR distribution rate: at least 80% of the "Non-Cadre" population o IR distribution rate: at least 80% of the Seniors population (aged 50 and over) 	<ul style="list-style-type: none"> o July 2024 : 0,5% MHS upgrades o September 2024 : 3,2% including 0,2% for a Seniors' measure (IR top-up of €30 for employees aged 50 and over) o mini IR: €120 	<ul style="list-style-type: none"> o promotions July 2024 - June 2025
	Class 16			3,2%	1,2%
				<ul style="list-style-type: none"> o including 0,2% for a Seniors' measure (IR top-up of €60 for employees aged 50 and over) o September 2024 o mini IR: €130 	<ul style="list-style-type: none"> o promotions July 2024 - June 2025 1,0% o evolution of the car catalogue: 0,2%

During the negotiation, **the CFE-CGC was heard** :

- **an overall level significantly increased** compared to the initial proposal (+1,2%) allowing to reward as many employees as possible,
- an overall level **identical for all categories of employees**,
- a **distribution rate of at least 80%** for all employees,
- **advanced application dates.** the **CFE-CGC** nevertheless **regrets** that its demands to have all the measures applicable by July 1st was not accepted by Airbus Management,
- **measures in favor of seniors** (aged 50 & over) : **IR distribution rate identical for all employees & additional contribution for “cadres” IR** via a **dedicated budget**. For **several years**, the **CFE-CGC** has been alerting on the percentage of raises for seniors **well below** the rest of the population. Thanks to these measures, this gap should decrease or even disappear **without impacting other populations**.

For “Non-Cadres” seniors, the **associated GR to the stub measure** helps to alleviate this situation.

- a **specific budget to finalize the MHS upgrades in july 2024**. In the event of an increase linked to the MHS upgrades **lower than the amount of the minimum IR**, an IR **equal to the difference** will be granted in September.
- a **specific budget to ensure the financing of promotions by June 2025**.

The **CFE-CGC** signed this Airbus UES Aircraft agreement which allows **recognition of employees’ commitment**.

The **CFE-CGC** also signed **the salary policy agreement at Airbus Groupe level**:

- **September 1st 2024: revaluation of the MHS grid** (up to +6% depending on the classifications),
- **January 1st 2025 : revaluation of the seniority point** (€7,60 therefore +€0,10).

All future values
in our summary.



SMH et ancienneté 2024-2025	
Année	2024
Année	2025
Année	2026
Année	2027
Année	2028
Année	2029
Année	2030
Année	2031
Année	2032
Année	2033
Année	2034
Année	2035
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Année	2048
Année	2049
Année	2050



We have so much **in common**

