

LEAD!

A new plan to maintain our leadership ?



Airbus Aircraft &
Atlantic

On Monday June 24th, Airbus announced that it was adjusting its 2024 deliveries from 800 to 770 aircraft.

While this announcement meets an **obligation of transparency** towards the markets on **the development** of the Aircraft branch's **industrial and financial forecasts**, it also **makes official a situation of extreme tension in our ecosystem**, in an environment that is more competitive than ever.

The **difficulties encountered**, largely linked to a **weakened supply chain** (COVID follow-up, inflation, recruitment difficulties, financial difficulties, etc.), are taking us further away from the roadmap that was established just a few weeks ago, even if the objective of getting closer to 800 aircraft delivered remains intact.

Over and above these difficulties imposed by our external environment, **Airbus Management** is pointing the finger at **a lack of efficiency in our internal processes** and wants to remedy this by launching **a plan to improve our overall efficiency. The LEAD!** project was launched with the aim of refocusing our activities and efforts where they are most needed **to achieve our overriding objective of delivering at the right cost.**

Although **this is not a redundancy plan, nor a competitiveness plan**, the main thrusts of the plan **are structural and have an impact from a social point of view.**

Indeed, the decisions immediately concern:

- a halt to external recruitment for white-collar workers,
- adapting blue-collar recruitment as closely as possible to production ramp-up requirements,
- prioritising projects and, if necessary, putting on hold those considered to be non-priorities,
- redeploying employees where the business requires them.

While we can understand the need of making decisions to rectify the situation and improve our internal efficiency to better prepare for the future, the **CFE-CGC** questions the reasons that have led us to this situation:

- 👉 **Pointing to the excessive number of projects currently open** (5500 projects) raises the questions: who decides? who validates? who budgets?
- 👉 **Pointing to over-recruitment** raises the questions: who decides? who approves? who recruits?
- 👉 **Pointing out the complexity of our organisations**, beyond their historical nature, which has been noted several times in employee surveys, raises the questions: who organises? who makes and breaks decisions? who validates?

Everything suggests that decisions have been taken and validated at every level of our company, without any overall vision or control. Scenarios are being repeated, as they have been in every Airbus plan in the past. **Employees want to understand, and so do we!**

For the **CFE-CGC**, the action plan that will emerge in the next few weeks must :

- respect the social processes, the guarantee of quality social dialogue
- ensure, within the framework of the redeployments and rebalancing that will take place, a benevolent approach so as not to generate psychosocial risks and disengagement.

In addition, the **CFE-CGC** believes that it would be unacceptable to put at risk, in particular, **projects related to health and safety at work, training, and investments in projects, processes or tools that will structure the future.**

The **CFE-CGC** subscribes to the objective of simplifying our organisation to make decision-making more efficient. Employees have been waiting a long time for this, so that they can find peace of mind in their day-to-day work.

👉 **If LEAD! is to guarantee a return to the right trajectory, the CFE-CGC hopes it will, nonetheless it must be carried out with respect for social dialogue and in the interests of employees and the company.**



We have so much
in common



**Airbus Aircraft &
Atlantic**