

LEAD!
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LEAD!

A new plan to maintain our leadership?

Toulouse
July 15th 2024

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.

Negotiations

Hybrid Working, Teleworking, QLWC

Toulouse
July 16th 2024

On 8 July, the final session of the review of the **Hybrid working - Quality of Life & Working Conditions (QLWC)** agreement was held. After six negotiation sessions, the **CFE-CGC** is pleased to note that most of its demands have been incorporated into the agreement. The agreement will apply from **September 1st 2024** for a period of **4 years**, with a **mid-term review**.

Theme#1 - Evolution in work organization & working conditions

Teleworking / Hybrid Working

The employee's request to telework is part of a **collective approach to work**, following discussion with the line manager, **with a degree of flexibility that removes the constraint of having to be present** on the company's premises **at least 3 days a week**.

Regular teleworking up to:

- **2 days a week on average over the month** for a **full-time** employee.
- **1 and a half days a week on average over the month** for a **90% part-time** employee (or reduced 90% day package).
- **1 day a week on average over the month** for an employee working **80% part-time** (or with a reduced 80% day package).

Occasional Teleworking up to **30 days /year** for:

- All employees on permanent, full- or part-time contracts (or on a reduced daily rate).
- Temporary workers, fixed-term contracts workers, apprentices.

For those who are not eligible, occasional teleworking is possible, subject to approval by their line manager.

The 2 types of telework, regular and occasional, cannot be combined.

Teleworking for medical reasons: arrangements specified via occupational medicine for maintaining or returning to employment, cases of pregnancy and staff recognised as disabled workers (RQTH).

Teleworking can be done for a full or half day, up to a maximum of half a day per week. The ½ day will count as ½ day for the purposes of counting the number of teleworking days in the month.

2 possible teleworking locations: home and another previously declared location in France or a 'co-working' space. The teleworking location **must not interfere with the 24-hour notice period** for cancelling or changing the planned teleworking day. The other teleworking location may be changed on an exceptional basis, subject to validation by the manager on a new form. Teleworking abroad is strictly forbidden.

Teleworking cannot be imposed on the employee, except in exceptional circumstances.

The right to connect and rest as you choose

On this subject, the agreement lists a reminder of good practice:

- Recommendations for managerial practices.
- Respect for working hours and rest periods.
- Compliance with opening hours.
- Recommendations concerning the management of meetings.
- Recommendations concerning the sending of messages.

Expert channel,

Career development & employment card

Toulouse
July 17th 2024

The **CFE-CGC** has always been very active in monitoring and implementing the new classification system. In particular, through the joint committee, the **CFE-CGC** has reminded the importance of giving specific treatment to the expert channel.

Classification, Employment card & expert

From 2023, as part of the implementation of classifications, the **CFE-CGC** alerted Airbus Management to the treatment given to the expert channel. Attention was drawn to two points:

- lack of clarity on career management for this sector
- lack of a specific job description for the expert population,
- lack of clarity on career management for this channel.

Some progress, but still expectations...

To date, in line with the philosophy introduced by the new classification system (rating of positions rather than individuals), Airbus Management has developed the process and associated governance for managing promotions within the entire expert channel. The **CFE-CGC** is pleased to note that these processes have been adapted, but asks that they be shared more widely with the people concerned (experts, managers, potential experts, etc.). The **CFE-CGC** considers this transparency to be essential to the attractiveness of this channel. In addition, for the **CFE-CGC**, the specific nature of expert activities (acquisition of expertise over a long period of time, precise technical field, areas of representation, etc.) requires the implementation of job descriptions specific to this profession, in line with the mission statement, specifying in greater detail the expectations and the scope of the job.

Maintaining the attractiveness of the expert channel

For the **CFE-CGC**, the expert channel is essential to our industrial activities and to preparing for the future. Maintaining its attractiveness by recognising its specific features is therefore crucial.

For more info contact your **CFE-CGC** representatives & find all the information on the expert channel on the [Airbus experts google site](#)

We have so much **in common**

Hybrid working, Teleworking, QLWC

Expert channel

STAY CONNECTED !

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