

# 2025-2026 SALARY POLICY

## SOME PROGRESS BUT STILL LACKS AMBITION!

On Monday March 17<sup>th</sup>, at the second negotiation meeting and following the CFE-CGC's demands, Airbus Aircraft's Management proposed a change in salary policy as follows:



Airbus Aircraft

Salary policy budget for the July 2025 - June 2026 period		GR	IR	IR mini	Promotions	
"Non Cadres"	Classes 3 to 10	2.3%	0.8% as of 07/01/2025	1.3% as of 09/01/2025	€30	0,2% from July 2025 to June 2026
	Classes 11 to 15		-	2.1% * as of 09/01/2025	€100	0,2% from July 2025 to June 2026
"Cadres"	Class 16		-	2.1% * as of 09/01/2025	€120	0.2% from July 2025 to June 2026

\* With a measure to ensure that the distribution rate to employees aged over 50 is equivalent to that for the entire "cadre" population concerned.

### CONSIDERATIONS

The CFE-CGC notes that some of its demands have led to changes in Airbus Management's offers. However, many of its demands remain unanswered and/or at insufficient levels.

Following this new meeting, the CFE-CGC demands:

- An increase in the overall level, which is still too low.
- An increase in the minimum IR to maintain a distribution rate that reflects the commitment of employees.
- Application dates for all measures to be set at July 1<sup>st</sup> 2025.
- An increase in the level of the 'career management' budget to meet the needs of promotions, upgrading to HMW in the context of horizontal development (mobility to iso classification) or skills retention.
- Renewal of the IR top-up for "cadres" aged 50 and over and the opening of negotiations on career management specific to this population.
- The systematic introduction of an interview with the line manager and the HRBP for employees who did not receive an IR in 2024 and 2025.

An ambitious industrial policy implies a demanding wage policy!

R3 on  
Monday March 24<sup>th</sup>

We have so much  
in common

