

2025-2026 SALARY POLICY

Toulouse
March 24th 2025

FINAL OFFER FROM AIRBUS MANAGEMENT



Airbus Aircraft

On Monday March 24th, at the third and final negotiation meeting, Airbus Aircraft Management presented the following changes:

| Salary policy budget for the July 2025 - June 2026 period | | GR | IR | IR mini | Career management | |
|---|------------------|------|---|---|-------------------------------------|-------------------------------------|
| "Non-Cadres" | Classes 3 to 10 | 2,7% | 0,9% + 0,1% ⁽¹⁾ as of 07/01/2025 Stub measure at €30 | 1,6% as of 07/01/2025 | €45 | 0,1% from July 2025 to June 2026 |
| | Classes 11 to 15 | | - | 2,3% ⁽²⁾ as of 07/01/2025 including 0,1% top-up for senior IR | €120 + Senior IR €15 | 0,4% from July 2025 to June 2026 |
| Class 16 | - | | 2,3% ⁽²⁾ as of 07/01/2025 including 0,1% top-up for senior IR | 140 € + Senior IR €30 | 0,4% from July 2025 to June 2026 | |

(1) Financing of the stub measure

(2) With a measure to ensure a distribution rate to employees aged 50 and over equivalent to that of the entire "cadre" population concerned

CONSIDERATIONS

The CFE-CGC is pleased to note the following changes in response to demands made at previous meetings:

- The increase in the general level (+0,9% since R1).
- The application dates for all measures have been brought forward to July 1st 2025, which the CFE-CGC had raised as a red line.
- An increase the level of the "career management" budget to allow:
 - bringing it up to HMW to meet promotion needs,
 - promotion to SMH as part of a *mobility to an iso classification* leading to skills development,
 - retention of skills,
- For employees aged 50 and over, renewal of the IR Top-up and guarantee of a distribution rate identical to that of the "cadre" population concerned,
- The opening of a discussion on career management specifically for seniors, as requested by the CFE-CGC.
- The systematic introduction of an interview with the line manager and the HRBP for employees who have not received an IR in 2024 and 2025.

The agreement is now open for signature, the CFE-CGC will consult its Trade Union Councils. If the agreement is not signed, the salary policy proposed in R1 will be applied unilaterally.



We have so much
in common

