



2024/2025 Salary policy transparency – Airbus Aircraft

Toulouse
March 4th 2025

Objectives met despite real complexity of implementation

On Monday March 3rd, Airbus Management presented the results of the salary policy application for the July 2024/June 2025 financial year to the representative trade unions.



REMINDER : This salary policy signed by the **CFE-CGC** was concluded in a particular and complex context, due to the implementation on 01/01/2024 of the new job classification. Set against a backdrop of high inflation, the agreement provided protection for the most exposed employees (“non-cadre” GR stub measure, distribution rates or even senior “cadres” topped-up IR).

The applicable measures to the July 2024 – June 2025 period are:

July 2024 – June 2025 salary policy budget			GR	IR	Specific budgets
“Non Cadres”	Classes 3 to 10	4,4 %	1,9% ○ top-up 70€ ○ July 2024	1,8% ○ July 2024 : 0,1% MHS upgrades ○ September 2024 : 1,7% with a minimum IR: 40€	0,7% ○ stub measure GR ○ promotions July 2024-June 2025
				○ IR distribution rate: at least 80% of the “Non-Cadre” population ○ IR distribution rate: at least 80% of the Seniors population (aged 50 and over)	
“Cadres”	Classes 11 to 15	4,4 %		3,7% ○ July 2024 : 0,5% MHS upgrades ○ September 2024 : 3,2% including 0,2% for a Seniors’ measure (IR top-up of €30 for employees aged 50 and over) ○ mini IR: €120	0,7% ○ promotions July 2024-June 2025
	Class 16			3,2% ○ including 0,2% for a Seniors’ measure (IR top-up of €60 for employees aged 50 and over) ○ September 2024 ○ mini IR: 130€	1,2% ○ promotions July 2024-June 2025 1,0% ○ evolution of the car catalogue: 0,2%

Breakdown of the salary policy for the UES for the 2024/2025 financial year:

	B3 to E10		F11 to H15		H16	
	W	M	W	M	W	M
GR recipients	100% (mini €70)		-		-	
IR recipients	6237 / 85.4%		13935 / 87.4%		869 / 77.1%	
	882 / 84.3%	5355 / 85.6%	4344 / 87.5%	9591 / 87.3%	212 / 77.4%	657 / 77.0%
Recipients of a (GR + MHS upgrade)	86.2%		90.6%		-	
Average IR	€63	€57	€184	€179	€335	€336

Breakdown of the promotions for the UES from 01/02/2024 to 02/01/2025:

“Non-cadres” total B3 to E10		Upgrade “Non-Cadres” to “Cadres”		“Cadres” F11 to H15		H16	
W	M	W	M	W	M	W	M
714 / 9.8%		69 / 0.95%		515 / 3.2%		37 / 3.3%	
74 / 7.0%	640 / 10.2%	16 / 1.5%	53 / 0.9%	195 / 3.9%	320 / 2.9%	18 / 6.6%	19 / 2.2%

Breakdown of specific budgets:

MHS upgrades Impact of the job reclassification on 01/01/2024 and changes in positions between 01/02/2024 & 07/01/2024	“Non-Cadres” (Budget 0.1%)		“Cadres” (Budget 0.5%)	
	Nb of recipients	Used credit	Nb of recipients	Used credit
	173	0.09%	2555	0.5%

Consumption by February 2 nd 2025 of the specific promotional budgets (upgrades to MHS between 07/02/2024 & 06/30/2025) + stub measure	“Non-Cadre” (Budget 0.7%)		F11 to H15 (Budget 0.7%)		H16 (Budget 1%)	
	Nb of recipients	Used credit	Nb of recipients	Used credit	Nb of recipients	Used credit
	6834, for the stub 60 for the promotions	0.61%	448	0.31%	64	0.46%

CONSIDERATIONS

The **CFE-CGC** note that the salary policy has been distributed in accordance with the signed agreement:

- the commitment to an **80% IR distribution rate has been met, including for employees over 50,**
- all budgets earmarked for IRs have been distributed** (1.7% for “NC” & 3% for F11 to H16 “cadres”),
- the budget earmarked for senior employees** (“Cadre” staff aged 50 and over) **was fully allocated** in the form of a topped-up IR,
- the **entire budget** has been used **to finance job reclassifications**, as a result of RELOAD, as well as **job changes** during the first half of 2024,
- for **“Cadres” (F11-H15 & H16)**, the **specific budgets** dedicated to **financing promotions** made between July 2nd 2024 and June 30th 2025 have been **partially used to date**,
- for **“Non-Cadres” (B3-E10)**, the **specific budgets** dedicated to **financing the stub-measure & promotions** carried out between July 2nd 2024 and June 30th 2025, **has almost been used up to date (essentially by the talon measure).**

The **CFE-CGC** is pleased to note that compliance with the gender equality agreement has been maintained without any specific measures in the 2024/2025 salary policy agreement.

The **measures put forward by the CFE-CGC** concerning **employees aged 50 and over** (distribution rate and AI cadre top-up) **have proved their effectiveness.** Indeed, the distribution as well as the average IR levels are equivalent whatever the age bracket.

Concerning **the specific budgets dedicated to the financing of promotions** (covering the period from 02/07/2024 to 30/06/2025) and more particularly the unused amount to date, **the CFE-CGC has called for a transparency meeting to be held no later than September 2025.**

Following this transparency exercise, **negotiations on the 2025/2026 salary policy will begin on March 10th 2025 for the Airbus Avions UES.**

Negotiations at Group level defining the general framework and the rules that will apply to everyone (MHS grid, seniority point) began on 4 March 2025.

With inflation still uncertain, the CFE-CGC will continue to defend employees' interests, relying in particular on measures that have proved their effectiveness in the 2024/2025 financial year. **Salary policy remains a major factor in the recognition of employees' commitment, the attractiveness of Airbus and the retention of skills. It is also an essential component of career management.**

An ambitious industrial policy implies a demanding salary policy!

We have so much
in common

