



SALARY POLICY

Toulouse
March 31st 2025

The CFE-CGC signs the 2025-2026 agreement

After consulting its Trade Union Council, the CFE-CGC validated the salary policy presented during the last negotiation meeting held on March 24th.

This decision was made taking into account:

- results of Airbus Group and its Aircraft division,
- the geopolitical context & the inflation decrease,
- the medium salary policies of the aeronautics sector (2,4%),
- responses to the CFE-CGC demands.



As a reminder, the CFE-CGC claimed and obtained:

- **The increase in the general level**, leading to a revaluation of 0,9% since the first meeting, i.e. a total of **2,7%**.
- The repositioning of the **application dates** for all measures to **july 1st 2025**, the **CFE-CGC** had made this a **red line**.
- The transformation of the **“promotion” budget** in **“career management” budget** to meet the needs of:
 - upgrading to HMW for promotions,
 - retaining skills,
 - enhancing the value of voluntary mobility initiatives without upward classification changes, generating skills development and promoting employability (to be assessed by management and HR).



Moreover, since R1 **only the CFE-CGC demanded and obtained :**

- **The renewal of protective measures for employees aged 50 and over**, such as the renewal of the **IR top-up** and the **guarantee of a distribution rate** identical to that of the concerned “cadre” population.
- The opening of a discussion **on specific career management for seniors**.
- 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**.



The CFE-CGC's main demands were heard.

This year, Airbus Management did not want to contractualise the distribution rate in order to use it as a lever for discrimination. The CFE-CGC expressed its vision, insisting on the fact that the allocation or not of the IR cannot be THE criterion of differentiation of the commitment of the employees this one being able to be carried out through the amount allocated.

The CFE-CGC will therefore be highly critical of this indicator.

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in common





Salary policy budget for the July 2025 – June 2026 period

			GR	IR	IR mini	Career management budget
“Non-Cadres”	Classes 3 to 10	2,7 %	0,9% + 0,1% ⁽¹⁾ au 01/07/2025 Talon à 30 €	1,6% as of 07/01/2025	€45	0,1% from July 2025 to June 2026
“Cadres”	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
<div>(1) Financing of the stub measure</div> <div>(2) With a measure to ensure a distribution rate to employees aged 50 and over equivalent to that of the entire “cadre” population concerned</div>						

The CFE-CGC also signed the Airbus Group's salary policy agreement, which increases the seniority point (+1.35%) and the HMW grid on January 1st 2026.



Do you have a question? Do you need help? Please contact us!
Your CFE-CGC representatives are available to answer your questions and provide you with support.



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