



SOME PROGRESS, BUT STILL A LONG WAY TO GO!



**Airbus
UES**

The second round of wage policy negotiations for the UES took place on March 18th 2026. Read the **CFE-CGC**'s demands in response to Airbus Management's latest proposals.

MANAGEMENT'S PROPOSALS #2			BUDGETS	CAREER MANAGEMENT BUDGET
"Non Cadres"	B3 to E10	2.2%	0.8% of GR as of 07/01/2026 1.2% of IR as of 09/01/2026 with minimum IR of €30	0,2 % from 07/01/2026 to 06/30/2027. A combined career management budget for all employees
"Cadres"	F11 to H15		2.0% of IR as of 09/01/2026 with minimum IR of €100	
	H16		2.0% of IR as of 09/01/2026 with minimum IR of €120	



The CFE-CGC has secured a budget increase of 0.4%, but this is not enough.

Despite positive momentum, the proposed overall budget is insufficient. The **CFE-CGC** is also calling for the **implementation dates to be brought forward to July 1st 2026 and for all distribution mechanisms to be improved.**

The **CFE-CGC** is calling for a simplified and responsible salary policy. Our vision is clear:

- **Accountability:** Simplify the mechanisms to give decision-making power back to managers.
- **Fairness:** Ensuring and safeguarding a strict gender balance and equity between those over and under 50.
- **Transparency:** Placing the manager at the heart of the system to ensure genuine recognition of commitment.

Valuing. Securing. That is our commitment to your career.

[See the full list of demands on the reverse side](#)



The next negotiation meeting will take place on Monday March 23rd. In the meantime, your representatives remain at your disposal

*AMN: Annual Mandatory Negotiations

The CFE-CGC continues to stand firmly behind its demands, which are as follows:

SALARY POLICY

- **Overall pay rise:** Airbus must remain the leader in the aerospace sector, and its ambitions require concrete action.
- **Bringing forward the implementation dates for the IR:** as of July 1st 2026.
- **“Non-Cadres” GR:** revaluation of the GR in line with inflation and a request for a minimum guarantee measure in the absence of an IR allocation.
- **Change to the minimum IR:** “Non-Cadres” €40, “Cadres” €110 & BIV €140.
- **Revision clause:** Given the current geopolitical context, request for a revision clause in the event of sustained inflationary pressure, allowing for the addition of a potential adjustment measure.

CAREER MANAGEMENT AND EQUITY

- **Maintenance of three separate career development budgets:** one budget per category to ensure maximum transparency regarding their use. These budgets must cover promotions and support for career progression to roles at the same level, in accordance with the framework set out in the Group agreement signed on March 6th 2026.
- **Transparency of career management budgets:** request for two regular progress reviews, one interim and one final, to be held before the end of September.
- **Balancing of career management budgets:** Define a level commensurate with the needs of each category.
- **Ending the exclusive use of Comparatio:** Stop using Comparatio as a criterion for determining the allocation of IR, a mechanism that undermines the recognition of career paths and expertise acquired over the long term.
- **Intergenerational balance:** An identical distribution rate for those aged under & above 50, combined with the cessation of the use of *comparatio*, constitutes the mechanisms to promote this balance.
- **Distribution rate:** No distribution rate imposed outside the contractual framework, or the contractualization of a minimum distribution rate of 80% for managers.
- **No IR for two consecutive years:** Requirement for a systematic review between manager and employee, and an indicator to be included in the transparency report.

CLARIFICATION OF THE CLASSIFICATION

- **Freeze on the process for re-evaluating job classifications:** The **CFE-CGC** has called for the lifting of the freeze on promotions without a change of position, provided that the nature of the work changes significantly and in a sustainable way.

**The CFE-CGC is firmly standing by its demands.
There can be no industrial performance without social performance.**

We have so much
in Common

