



Last proposals!

Remaining constant in its demands, the CFE-CGC conducted these negotiations to establish a simplified and responsible wage policy aimed at recognizing employees' dedication and ensuring the stability of their career management.

MANAGEMENT'S PROPOSALS #3			BUDGETS as of 07/01/2026	CAREER MANAGEMENT BUDGET (*) 07.01.2026 / 06.30.2027
"Non Cadres"	B3 to E10	2.5%	0.8% of GR + 0.1% of ground measure €30 1.5% of IR (minimum of €40 & €50 for E9 & E10)	0,1 %
"Cadres"	F11 to H15		2.3% of IR (mini of €120)	0,2 %
	H16		2.3% of IR (mini of €140)	0,2 %

** see other side*

The CFE-CGC has secured:

- a **0.7% increase** in the overall budget,
- the alignment of implementation dates to **July 1st 2026**,
- an **increase** in the minimum IR, and an adjustment of the minimum IR for **E9 and E10 employees to €50**,
- the contractualization of a "cadre" distribution rate increasing from 70% to **75% on average at the UES level**, rather than by sector, representing over 5% of rased "cadre" employees,
- **"career management" budgets (*) separate** for each of the three employee groups and **tailored** to specific needs,
- an **additional** transparency meeting to monitor career management budgets (**two transparency meetings** per fiscal year in total),
- ensuring **equitable treatment based on gender and age** through managerial guidelines and oversight provided by the HR department (balanced distribution rates, discontinuation of the use of "comparatio" as a primary exclusion criterion),
- a **meeting** with the agreement signatories **at the end of 2026** to assess the **impacts of the current geopolitical context** in order to take any **additional measures**.
- **Mandatory meetings** between manager, employee, and HRBP for employees **who did not receive a performance review in 2025 and 2026**.

(*) Reminder of the guidelines for using the career management budget (renewal of the principles for the 2025–2026 fiscal year):

- **upgrade at MHS level** in the event of **promotion to a higher-grade position**,
- may also be used for allocation to the MHS **in the event of a transfer to a position of the same classification** or for **specific cases** (attractiveness, retention, etc.).

CFE-CGC's CONSIDERATIONS

Throughout these negotiations, the **CFE-CGC** has strongly advocated for **a simplified salary policy** that promotes decision-making and **managerial accountability**.

Airbus Management has revised its proposals to take into account a large proportion **of the CFE-CGC's demands, including an additional 0.7% for the overall budget.**

The **CFE-CGC** is convening its union councils to decide whether or not to sign this agreement.

In the meantime, your representatives remain at your disposal

If the agreement is not signed by March 30th at the latest, **Airbus Management** will **unilaterally** implement **the salary policy proposed at the 1st meeting** (reminder: an overall increase of 1.8% as of September 1st 2026).



Find out more about the demands put forward by the CFE-CGC during these wage negotiations for salary rises that reflect your commitment.



1st meeting



2nd meeting



We have so much
in common

