



# 2026-2027 Salary Policy

## Trade union action pays off!

## The CFE-CGC signs the agreement

Following consultation with its union councils, the CFE-CGC has signed the Airbus UES pay policy agreement.



Airbus UES

You can find full details of the agreement's provisions in our previous leaflet



### In summary:

- ✓ Overall increase of **2.5%**, representing a rise of **0.7% compared to the initial proposal**
- ✓ IR & GR in **July 2026**
- ✓ Average distribution rate for “cadre” IR of **75%, 5% higher than in the previous financial year**
- ✓ **Balanced** and **separate “career management” budgets**
- ✓ **Two transparency meetings** on the use of the “career management” budget
- ✓ **A simple and clear salary policy** promoting **managerial accountability**
- ✓ **Equity** across employee groups (women, above 50)
- ✓ **End of use of comparatio** as a primary criterion for exclusion
- ✓ **Interview** if no individual raise for two years
- ✓ **Review clause** in light of exceptional geopolitical uncertainties



Following the signing of the group agreement on wage policy, **the value of the seniority point will increase by 1.25% on January 1<sup>st</sup> 2027.**

**Thanks to the CFE-CGC's determination,** this Airbus UES 2026-2027 wage policy will **recognise employees' commitment through simplified mechanisms** that promote decision-making and **managerial accountability.**

At 2.5%, it ranks **among the highest in the aerospace sector.** Inflation in 2025 (0.9%) is lower than in 2024 (1.4%), and the review clause will enable a response to emerging geopolitical uncertainties.



We have so much  
**in common**



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