



We would like to bring to your attention the letter from the FO, CFE-CGC and CFTC alliance that we sent to AIRBUS Management today regarding a potential review of the remote working agreement.

Toulouse, May 5th 2026

Mrs Sadika HOUARI
Head Of Human Resources
AIRBUS Commercial Aircraft France

Madam,

Our trade unions FO, CFE-CGC and CFTC are currently receiving numerous concerns from employees. They report that they have been informed by their line managers of AIRBUS Management's intention to reduce remote working to one day a week.

The FO, CFE-CGC and CFTC alliance wishes to express its profound incomprehension at such communications.

We therefore ask you to clarify what could lead to such a sudden and unilateral decision, given that, at this stage, no objective evidence appears to justify the need for it.

Since the signing of the group teleworking agreement in spring 2024, its implementation within the Commercial UES has been widely welcomed by both staff and management. This balance, the result of constructive social dialogue, has amply demonstrated its operational and social relevance. For the Alliance, the management of home working must remain a matter of common sense, in strict compliance with the rules established by this agreement.

We remind you that a majority agreement is binding on the company. Its terms of implementation cannot be altered without prior consultation with the social partners. Failure to do so would seriously undermine the very nature of social dialogue, as well as staff confidence.

Furthermore, such a U-turn would ignore several concrete and unavoidable realities on the ground:

- **Capacity constraints:** The expansion of *flex-office* and the Hybrid Working Environment, combined with a reduction in office space, simply make it impossible for all employees to return to the workplace simultaneously.
- **Infrastructure saturation:** Growing parking difficulties at our Toulouse sites, not to mention significant capacity pressures in our staff canteens.

In light of employees' legitimate concerns, the FO, CFE-CGC and CFTC alliance requests that AIRBUS Management's actual intentions on this matter be clarified as soon as possible.

We look forward to your response and remain, Madam Director, yours faithfully.

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