



Lundi 12 octobre 2020

On Friday October 2<sup>nd</sup>, FO refused to sign the Long-Term Partial Unemployment Agreement (LTPU) (APLD in French)

**What impact for employees?**



**What progress has been made?**

For all the employees not concerned by this device, the impact was, and will remain, nil (2/3 of Airbus) under the condition that forced dismissals are definitively excluded.

For employees, for which their activity perimeter is included in the LTPU, the impact will be of several orders:

### **The positive points :**

All these perimeters will be excluded from the Employment Saving Plan (PSE in French) and will be protected from dismissals.

After negotiations, the increase of the application perimeter will add another 400 additional positions, i.e.: a total of 1500 jobs saved.

If FO's demand on this subject was that all the Airbus Employees be protected by this agreement, for us, this figure is acceptable under the condition that the risk of forced dismissal be null.

**Our demand is not to have LTPU at any cost, but the protection of everyone's work contract!**



This is the reason why FO couldn't position itself during the consultation concerning the application perimeter in the CSE-C early October, without having the final text on the agreements and without a guarantee for the preservation of your jobs.



## **The other points :**

On Friday October 2<sup>nd</sup>, during the consultation of the representative bodies, the Management stayed in its position of imposing 84% of the net salary.

On this subject, **FO** demanded a solidarity between employees be put in place. We can now move forward on this subject: next month, a negotiation will define the level and the method to reach this!  
A compensation will be set up!

The text also forecast the cancelling of the agreement signed by **FO** on the "Management in Production" and provided no guarantee on maintaining the advantages of the agreement on the "Blue Badging".

For **FO**, it is inconceivable to call into question these social progress agreements.

These two agreements will be adapted to the new work organization, recovery days will be provided as a compensation.

The 6 minutes of time capitalization included in the agreement on "Blue Badging" will be retained, the 14 minutes also paid.

Two days of paid leave will be given to employees submitted to the Flexible Hours. Six days of paid leave will be given to employees submitted the "Management in Production" agreement.

For employees working on a yearly working time package in days, there will be a possibility to count recovery hours for the time spent outside the package, this wasn't possible within the LTPU.

Despite all, working time will be reduced, the time systematically spent beyond the "normal" package for production or for our customer's needs can no longer be recovered.

**FO** has also obtained a compensation in days for this population too. Four days as from January 1<sup>st</sup> and another two days that to be validated by the hierarchy.

On Friday October 2<sup>nd</sup>, the capitalization of the ACT week has been removed and a period of LTPU could be forecast for week 52 (starting xx to xx Dec), depending on the sector and the hierarchy.

**FO** has obtained that this recovery week, to which you are all attached, be non-working days via an application note, and that, for all employees having to follow the LTPU!

Far from any political or dogmatic considerations, **FO** is convinced that the employees following the LTPU, without these evolutions, would have paid a heavy price for the maintaining of employment.



We consider at **FO** that Airbus was also treating competitiveness in a totally inappropriate manner.

For **FO**, competitiveness is an unavoidable element for the sustainability of our company and jobs.

It's our leitmotiv, just like that of our Federation.

According to us, competitiveness is built around an industrial, commercial or economic project to support the development and the foundations of a company through its products and services, whilst ensuring the appropriateness between products and the market for its customers.

**FO** has never refused any discussion about competitiveness, but, as we said at the start of this crisis, each thing at its time, competitiveness cannot be obtained by reduction of social rights!

FO's demand concerning the hiring the young from our schools has reached its goal. It's the result of our fight!

We have obtained an increase in the number of work-study contracts (contrats en alternance) for those with a BTS, but the law, during the Employment Saving Plan, prevented any hiring.

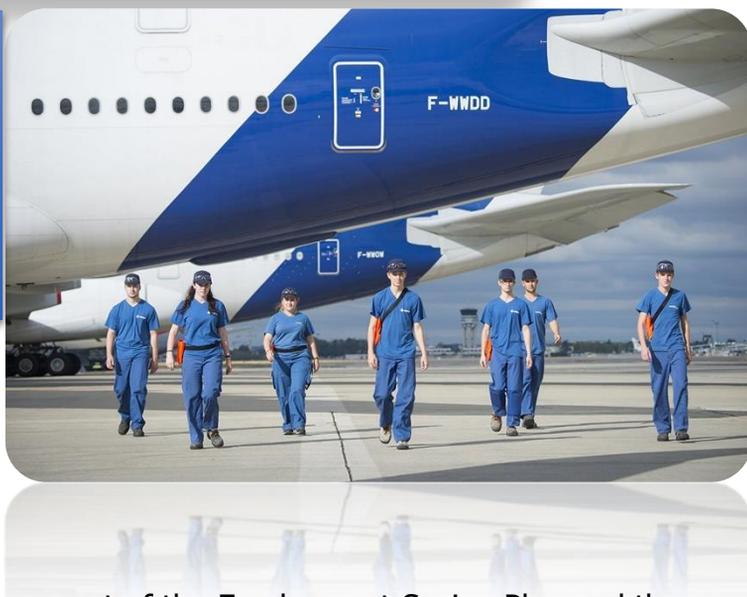
The LTPU enables the sectors affected to come out of the Employment Saving Plan and thus enable the young to integrate our workforce.

Beyond the satisfaction of this demand for the young, it's a good point given this crisis.

Concerning professional training, we continuing to work on the modification of the law, which could enable, on a voluntary basis, to use individual training budgets to save even more jobs.

Lastly, our agreements have increased the period for voluntary departures, they integrate two passage points during the first quarter of 2021.

These passage points will enable us to verify the progression of the number of voluntary departures, in order to find end of March, if necessary, any complementary means on order to guarantee your jobs.



**Airbus Commercial Aircraft**

All these negotiations, carried out over four months now for ALL, will provide the guarantee that your jobs will be saved and that Airbus will not go for the easy solution of forced departures or unappropriated use of the agreements for competitiveness!

**FO is not the union for the companions only**  
**FO is not the union for the technicians only**  
**FO is not the union for the engineers and white collars only**



**FO is the union for all Airbus!**

We are committed to defend, without any distinction of category, all the Airbus employees, to guarantee a job for all, in the fairest way and with the most solidarity possible.

**FO** guarantees a social model which has been proven!

Solidarity is our credo, our deep belief.

Dividing employees does not enable to better manage, but is an obvious curb to competitiveness.

**We do not believe in the categorical, in divisions, in opportunism,  
We do not believe in an Airbus at two speeds!**

The drop in motivation is great amongst the employees, many do not recognize this Airbus.

Far from being a political or union message, this is your reality, these are your words which will sound louder and louder in your offices and in your workshops!

We call our leader to put people at the center of all the debates to come. We call on them to respect each one of us for our engagement towards AIRBUS.

AIRBUS is not a company like the others, AIRBUS is born from the political will power of its founding countries.

AIRBUS has changes, it has opened up to globalization, but AIRBUS must maintain its mission of European sovereignty! Not only on the technological and industrial scales, **but also and mainly, on a social scale!**

**FO is the union of that AIRBUS!**

**It's by running to the ocean that the river respects its source!  
You are the source!**

**FO, Our Industry, Our Jobs, Our Competence.**



**Airbus Commercial Aircraft**