



A wage policy to increase your purchasing power!

13,2 % ! This is the budget allocation of cumulative wage increases over the last 4 years with an inflation rate of 6.4% over the same period

More favorable **profit and success sharing agreements.**

The CFE-CGC has obtained:

- ✓ an added operational criterion which multiplies the incentives by 2
- ✓ the definition of an exceptional participation formula, less sensitive to arbitrary accounting procedures

Overview of cumulative gross premiums (average)

Year	2010	2011	2012	2013
Participation	100 €	942 €	776 €	810 €
Incentives	531 €	1 214 €	1 470€	1 708 €
Total	631 €	2 156 €	2 246 €	2 518€

An agreement of professional equality which

- ✓ corrects wage differences
- ✓ improves promoting women to positions of "supervisors" and senior level executives
- ✓ determines steps for a better balance between work and personal life

An agreement to better accommodate handicap personnel and include more workers with disabilities. Nearly 200 employees with disabilities have signed a contract with Airbus Operations Toulouse during the last 4 years

An improved agreement for Working Time Savings accounts with the end of the obligation to "empty the account" every 3 years

An agreement on job and skills planning management

To anticipate tomorrow's needs for skilled trades people and allow everyone to manage their career.

Did you know ?

There have been over 4000 people hired at Airbus Operations Toulouse during the last 4 years!

Un Mentoring agreement to better train young recruits and acknowledge the essential role of tutors

A «generation contract» agreement to accommodate more youth and organize end of service career benefits



La CFE-CGC:

The first union in the Airbus group

Representing administrative personnel, technicians,
supervisors, engineers and managers,

The CFE-CGC is a key player in negotiations with Airbus

For all of these agreements, the CFE-CGC delegates have :

- ✓ listened to employees and their expectations
- ✓ analyzed the business constraints
- ✓ studied management proposals
- ✓ proposed your claims
- ✓ prepared arguments and a negotiating strategy to better convince

The discussions have been at times very tough, but have often resulted in a compromise to the employees' advantage

Sometimes the management proposals were too far from our expectations. The CFE-CGC has refused to sign. For example, the wage policy framework in 2011 was unfair. Our proposals were adopted in 2012!

Tomorrow and like yesterday, the CFE-CGC members hold true to their vision of **a responsible and constructive trade union**, putting their skills and energy together to build fair and balanced agreements between employee aspirations and the requirements of the company



Alone to be representative in all Airbus
Group site in France!
CFE-CGC, It's strong!

