



STOP EMPLOYMENT BLACKMAIL!



www.cfdtairbusavions.com

ODYSSEY : AIRBUS MUST FUND A SOCIAL PLAN UP TO THE CHALLENGE

For months, AIRBUS Management has been raising the threat of dry layoffs in order to prepare people's minds for the need for a "Collective Performance Agreement" (APC or Competitiveness Agreement) aimed at lowering costs by cutting back on the status and benefits of AIRBUS employees. According to Management, this agreement would save hundreds of jobs.

For the CFDT, a Competitiveness Agreement is unnecessary.

In fact, out of the 4200 job cuts targeted at AIRBUS in France (UES scope):

- 1,200 will be "saved" through the APLD (Partial Long-Term Activity) device which would be applied at a rate of 15 to 20% for 9,000 employees in the production sectors. *The CFDT recalls here that other sectors of the company could also benefit from the APLD (Engineering, Support ...) and the APLD can take up to 40% of the working time. Therefore AIRBUS does not plan to use the full potential of this device proposed by the French State.*
- 500 will be maintained thanks to the credits released by the french state for the development of the green plane.

The target would therefore be reduced to 2,500 jobs to be eliminated.

At the end of August, more than 2,400 employees had contacted the Mobility Pathway with a view to a voluntary departure measure. Remember that employees have until October 30 to declare themselves as volunteers on an early measure and until the end of December to enter the plan. Hundreds of employees are currently in the process of obtaining information.

The reality is that management refuses to provide the means that would allow the departure of voluntary employees. In particular, on the pretext that it is an expensive measure, it wants to limit the number of DCAA¹ measures to 650 while there are more than double the number of volunteers for this measure.

The reality is also that Management dogmatically refuses to resort to solutions such as part-time work (4-day week) over a transitional period, on a voluntary basis. The CFDT was requested by many employees in favor of this alternative. The CFDT regrets this posture, especially as this solution should be implemented on a large scale for our German colleagues.

Resorting to dry layoffs would therefore not be inevitable, but a choice of our leaders!

The CFDT recalls that in this crisis :

- **Employees paid** with the days of absence imposed during confinement and then with the agreement to recover lost hours (not signed by the CFDT).
- **The French State and taxpayers have paid** through the Partial Activity financing measures, which made it possible to maintain posts until the end of the year. They will continue to support the company with funding from APLD and R&D for the green plane.

It is now the turn of AIRBUS to mobilize the means in order to implement a Social Plan which actually results in zero redundancies.

For the CFDT, even if we cannot deny the seriousness of the crisis affecting the aviation sector, **the situation of AIRBUS remains health:**

- The cash containment measures are effective (12 billion euros saved in 2020, cash in - cash out balance reached at the end of the year).
- More than 500 planes are expected to be delivered this year.
- AIRBUS remains in pole position to emerge as leader of the crisis (Boeing is dragging the burden of the 737MAX and COMAC is not yet ready).
- AIRBUS' financial rating remains good and it can easily raise funds on the markets.

The CFDT intends to recall that the few million euros that the Social Plan will cost are negligible compared to the 3.6 billion euros paid in settlement of the fines imposed by the National Financial Prosecutor's Office and the Serious Fraud Office, or the 3 billion euros spent in recent years to drive up the AIRBUS share price (buyback then destruction of shares).

Any forced dismissal is unacceptable !

¹ Dispositif de Cessation Anticipée d'Activité

