



# SALARY & PURCHASING POWER

The 2018 inflation rate has just been confirmed at 1.6%, which is significantly higher than foreseen.

Our salary agreements anticipate this situation with the “**clause de rendez-vous**”, introduced and defended by **FO** in our company agreements since the de-indexation of wages on the cost of living in 1983.

**According to this clause, if there is a significant difference between the foreseen level of inflation (at the time of signing the agreement) and the one actually recorded at the end of the year, then the parties (unions and Management) shall meet to discuss compensation for this slippage.**

Following our November 7 flyer and our request of December 14, the Management has admitted the reality of this slippage for 2018 and has committed to respect this clause.

**A meeting will take place week 4 on this subject.**

**For **FO**, it is essential that all employees benefit from this clause.**

## Salary Negotiation 2019.

**FO** calls for the opening of 2019 wage negotiations and the maintaining of the structure of our salary policy, with General Increases that preserve purchasing power, and a budget of Individual increases allowing the recognition of the employees and ensuring their career plans.

**In the whole Airbus group, this wage agreement is very important to employees. It is a fair return on their daily engagement for the company, and the sole guarantor of the preservation of our social system: pensions, social security, etc.**

## Prime Macron.

In response to the social crisis in our country, the government hastily called for employers to pay to employees (and especially the lowest incomes) an exceptional bonus, not subject to income tax.

The implementing decree specifies that this measure cannot be a substitute for wage agreements or other elements of remuneration.

**FO** supports the idea of a bonus "Macron" for ALL provided that it is distributed in addition, and not instead, of our wages.

**FO** reaffirms that wages remain the only guarantee of social progress for employees.

**For **FO** the question of low wages, social justice or taxation, as well as a fairest distribution of wealth, cannot be limited to the payment of an exceptional bonus.**

**For **FO** the respect for employees and their representatives remains the only solution to ensure social stability in the company and in the country. Airbus has been demonstrating it for almost 50 years, this must continue.**

Toulouse, January 15th 2019

