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**SUBJET: "CADRE" PERSONNEL POSITIONS I TO IIIC
2019 MINIMUM COMPANY WAGE & 2019 SENIORITY BONUS**

The UIMM and three trade unions (CFE-CGC, FO and CFDT) signed on 8th January 2019 the national agreement on the minimum wage scale for "cadre" and engineer personnel applicable from 2019. The agreement provides **an increase of 2.1% with respect to the 2018 scale.**

You will find appended the 2019 minimum wage amounts and the RMG (company scale) for positions I to IIIC "cadre" personnel.

Seniority bonus:

The amount of the annual bonus awarded for each seniority year for all position I to IIIC "cadre" personnel is calculated on the scale of minimum wage for position II index 100 "cadre" personnel ("forfeit in days contract") for the current year.

The amount of the annual seniority bonus is calculated as follows:

$37\,303 \text{ €} \times 0,323 \% = 120\text{€}$ per year of seniority

The seniority bonus for 2019 will be paid out in December 2019.



Nathalie DELPECH
SPIR Operations Airbus in France

“CADRE” AND ENGINEER PERSONNEL
2019 MINIMUM ANNUAL WAGES

Position	Index	Forfait in hours	Forfait in days	Forfaits with no time reference
<u>1 - POSITION I</u>				
21 years	60	23 906 €	25 366 €	
22 years	68	23 906 €	25 366 €	
23 years and more	76	26 719 €	28 350 €	
After 1 years' experience	84	29 532 €	31 335 €	
After 2 years' experience	92	32 344 €	34 319 €	
After 3 years' experience	100	35 157 €	37 303 €	
<u>2 - POSITION II</u>				
	100	35 157 €	37 303 €	
After 3 years in pos. II	108	37 969 €	40 287 €	
After 6 years in pos. II	114	40 079 €	42 526 €	
After 9 years in pos. II	120	42 189 €	44 764 €	
After 12 years in pos. II	125	43 945 €	46 629 €	
After 15 years in pos. II	130	45 704 €	48 494 €	
After 18 years in pos. II	135	47 462 €	50 359 €	
<u>3 - POSITION III</u>				
III A	135	47 462 €	50 359 €	
III B	180		67 150 €	69 733 €
III B CE	-		78 344 €	81 356 €
III C	240			92 977 €

“CADRE” AND ENGINEER PERSONNEL
RMG 2019 (COMPANY SCALE)

Position	Index	Company scale (RMG)		
		Forfait in hours	Forfait in days	Forfait with no time reference
<u>1 - POSITION I</u>				
21 years	60	1 992 €	2 114 €	
22 years	68	1 992 €	2 114 €	
23 years and more	76	2 227 €	2 363 €	
After 1 years' experience	84	2 461 €	2 611 €	
After 2 years' experience	92	2 695 €	2 860 €	
After 3 years' experience	100	2 930 €	3 109 €	
<u>2 - POSITION II</u>	100	2 930 €	3 109 €	
After 3 years in pos. II	108	3 164 €	3 357 €	
After 6 years in pos. II	114	3 340 €	3 544 €	
After 9 years in pos. II	120	3 516 €	3 730 €	
After 12 years in pos. II	125	3 662 €	3 886 €	
After 15 years in pos. II	130	3 809 €	4 041 €	
After 18 years in pos. II	135	3 955 €	4 197 €	
<u>3 - POSITION III</u>				
III A	135	3 955 €	4 197 €	
III B	180		5 596 €	5 811 €
III B CE	-		6 529 €	6 780 €
III C	240			7 748 €

