

## Recommendations of the Airbus Group Committee in France At SE-WC

### On the draft adaptation plan within the SIU Airbus Commercial Aircraft, STELIA Aerospace, Airbus ATR and GIE ATR in the context of the crisis Covid-19 and its consequences for employment.

Mister President,

Faced with the Covid-19 crisis, the management of the Airbus group has established a plan to adapt the Group in a new global context characterized by the sharp drop in deliveries and therefore turnover that could undermine the economic robustness of the group.

However, the implementation of the adaptation plan must not lead to a disaster industrial followed by a social and human catastrophe.

Airbus has always been able to meet industrial and social challenges when it comes to other in the past, notably through employee involvement.

Even if Airbus must act quickly to adapt to the new context, the group has all the tools at its disposal so as not to have recourse to forced departures of its employees. The STRATORG firm was mandated by the CGA-F to analyze this adaptation plan of a financial, industrial and social point of view within the Airbus Commercial Aircraft division in France, STELIA Aerospace and ATR.

It is from this report that the CGA-F established its recommendations for the attention of SE-WC.

The CGA-F recommends that the SE-WC ensure that the sharing of the industrial load remains fair between the Group's founding countries, including after the implementation of measures social within each national entity. It is imperative that political balances be respected.

In the event of non-compliance with the rules enacted above, the CGA-F fears the eventual disappearance of some French industrial establishments and the loss of associated skills. He is in necessary effect of ensuring sufficient volumes of activities to ensure sustainability industrial and economic performance.

The post-crisis industrial strategy must guarantee the industrial sustainability of all sites of the group, and related jobs.

The CGA-F asks the SE-WC to obtain from the General Management that all the devices are implemented quickly to safeguard jobs and skills.

- Extend the deployment of the social plan to the end of 2021 to ensure the transmission of skills required for certain functions and a greater volume of candidates for the volunteering,
  - Request the extension of the volunteering period of 6 months (to 30/06/2021) for by example allow employees who so wish to enter diploma courses (start in September).
- Alignment with Europe remains the priority of course,
- Boost negotiations to encourage dynamic volunteering of voluntary departures, for the positions concerned or not by the plan, the substitution must work,
  - Put on the agenda of national negotiations topics such as training, progressive retirement with the aim of securing employment and preserving skills and ensure industrial recovery,
  - Ensure that all the social measures made available by the States are mobilized, to avoid any restrictive measure of job cuts (APLD, loan of personnel, training, etc.),
  - Ensure that the deployment of social measures on French sites is synchronous with the deployment of social measures at European level,

The CGA-F claims that no dismissal measures constraints cannot be applied.

Yves DA COSTA

Airbus France Group Committee Secretary