



The year 2020 is now behind us and it will have marked the history of an entire planet.

This pandemic will undoubtedly have changed for a long time our habits, our lives, our certainties: No more contacts to which we were all very attached; no more moments of sharing, friendship, brotherhood and affection with our friends, families, elders; no more travel and intercontinental exchanges.

2020 will have been the year of withdrawal into oneself, of virtual and digital contacts.

Retrospective in 3 acts on this year 2020 within the AIRBUS Group



The first act that took place at the beginning of March, for **FO**, was undoubtedly that of "Safety First": **protecting your health**.

First, by the **lockdown** requested and obtained by **FO** for all Airbus group employees, in order to put in place the appropriate health security measures.

Then by **teleworking**, required by **FO** whenever possible.




The second act was to **safeguard our Airbus company**, by resuming our industrial activities at a time when we were losing more than one hundred million euros per day.

We knew that without this recovery the consequences on our jobs would have been even greater!

To cope with the reductions in workload, **FO** negotiated the implementation of **partial activity paid at 92% for all**, thus minimizing the impact on your purchasing power while ensuring fairness between all employees.

FO also accepted and assumed, at that time, the 2020 salary freeze.



 **The third act** was the shock at the announcement of the Social Plan, with nearly 5,000 job cuts in France.

This announcement has been a real cataclysm for Airbus and all of our regions. Airbus is indeed a major driver of economic activity in these territories, one of the driving forces of French industry and the main supplier of our country's trade balance.

FO immediately put its red line of "zero forced dismissals" on the negotiating table!

For **FO** no agreement could see the light of day if it did not guarantee this primordial social requirement!

Beyond Airbus, **FO** has worked at all levels to achieve this objective: elected representatives of our municipalities, our departments, our regions and up to the Elysée via Bercy.

The **social plan agreement** put in place motivating social measures allowing for the widest possible volunteering. It also allowed early departure measures, "DCAA".

The **LTPU deal** was more difficult to secure, **FO** fighting to extend its scope as much as possible.

FO will have obtained **ALONE**, the continuation of the negotiations, by refusing to sign a first text which did not provide these guarantees to finally sign an agreement which will have taken our demands into account!



Furthermore, beyond the battle for employment which was our priority, the threat of an APC agreement (competitiveness measures) was dismissed by **FO** when some began to negotiate through the press the abandonment of some of our benefits.

As each of us calls for more unity and solidarity, it can be useful to **take the time to analyze** it calmly and pragmatically.

Our industry has suffered and it still suffers today, let us think about and support our subcontractor friends for whom nothing has yet been established.





will obtain the “zero forced dismissal”, whereas nobody believed that possible.

guaranteed your jobs, just like your wages.

refused to sign agreements which did not protect you enough and we obtained the continuation of the negotiations to obtain real progress.

For **FO**, trade unionism is neither blind support nor the rejection of everything.

For **FO**, union action means being able to justify each of our signatures, each of our commitments.

FO trade unionism is about asserting and assuming that your interests first come from the health of our company, Airbus.

At FO, we believe that we must always stay in balance, the danger clearly being imbalance.

For **FO**, the only tool for achieving this balance is social dialogue, formalized by our agreements.

FO representatives wish you the best in 2021,
starting with Health for you and all your loved ones, but also happiness in your families and
between friends, as well as success in your projects.

Happy New Year to everyone!

Your elected **FO** representatives will once again be all on the bridge this year to defend:

- ✓ Our Industry,
- ✓ Our Jobs,
- ✓ Our Working conditions,
- ✓ Our wages.

Because Airbus is first and foremost a team...

Because **FO is first of all YOU...**

**Workers, Technicians, Cadres,
Get involved in Your Union!**

Join FO!

