

# Mandatory Negotiation for salary raises (NAO) - Outcome of first Meeting = Absolute zero !

Mars 6, 2025



The first Airbus group NAO meeting took place on March 4. This meeting was held after the CGT had sent an e-mail to company management pointing out that it was not complying with the RELOAD group agreement.

In fact, the NAO has started in several Airbus companies (ADS, ATR and AH), whereas the group agreement provides for prior negotiations at group level, "notably concerning the framing of the year's salary policy, the timetable, and any changes to the hierarchical minimum salary scale (SMH), the launch ramp and the group seniority point".

## Outcome of the meeting : ZERO proposition

Airbus group management paints an apocalyptic picture of the international situation, while financial results and production perspectives are flourishing. **It proposes not to raise the salary scale or the seniority point in 2025.** It highlights all remuneration elements other than salary (profit-sharing, ESOP, etc., for which employees and management do not contribute to the various funds), which gives an idea of the direction of future salary policies at Airbus.

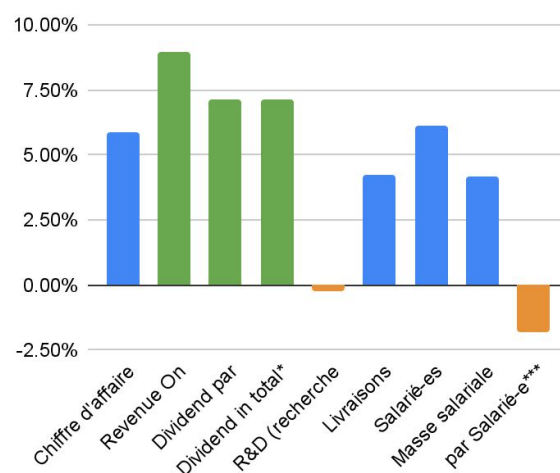
**RETURN ON SALE : + 9%**  
**DIVIDENDS : + 7%**



**SMH : + 0%**

## Financial results :

Résultats Airbus	2023	2024	Evolution (%)
Chiffre d'affaire (revenues)*	65.4	69.23	5.86
ROS - rendement des ventes	7.03	7.66	8.96
Dividende par action (dividend/share) **	2.8	3	7.14
Dividend in total*	2.210	2.369	7.17
R&D (recherche et développement)*	3.257	3.25	-0.21
Livraisons (Deliveries)	735	766	4.22
Salarié-es (Employees)	147 893	156 921	6.10
Masse salariale (Wages)*	15.379	16.026	4.21
Masse salariale/Salarié*** (per employee)	104	102	-1.79



\* en billions of euros, \*\*in euros, \*\*\*in thousand of euros

Dividends : +7,2% in 2024, +100% in 3 years

## Inflation :

- Inflation IPCH\* during 2023-2024 : +5,97% (IPCH Harmonized Index for Consumption [source INSEE](#))
- Forecasted inflation : +1,6 % in 2025, +1,7 % in 2026 et +1,9 % in 2027 (source : Banque de France)

# Claims from CGT union :

## SMH minimum wages :

- More Linear wages progression with job ranking (see chart below)
- Entry salary - A1 grading : 2000€ (brut) per month
- Automatic raise at the SMH for employees whose salary was exceeded by the minimum salary in the table

**The update of the SMH in January 2025 is completely insufficient. These SMH should be updated a second time in 2025 or in January 2026.**

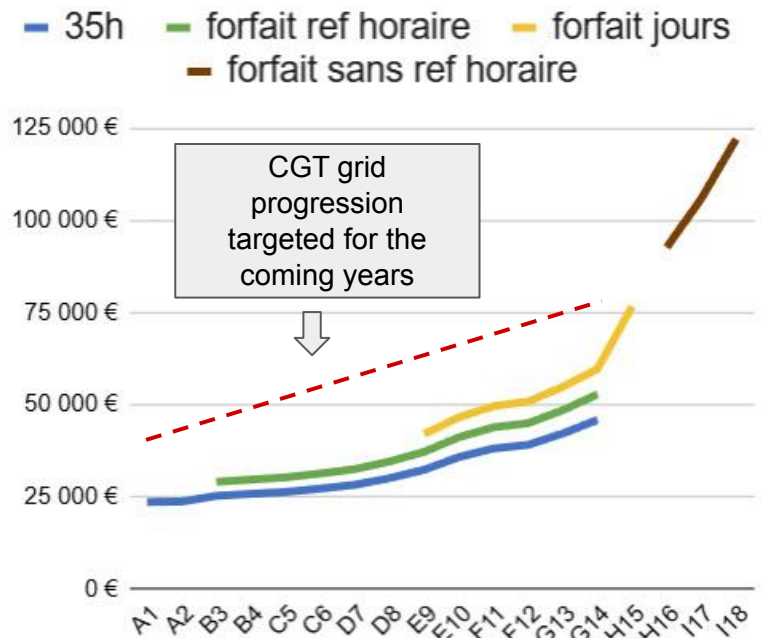
## Seniority point

- Since January 1, 2023, the seniority point has been increased of +1,33% only and applicable from January 1, 2025 only. Since January 2024, the inflation raised to +5,97%, the seniority point should then be increased of +4,64% minium. In addition, the forecasted inflation for 2025 should be added (+1,6%), therefore +6,24% in total.

## Miscellaneous

- A specific budget for reducing gender inequality
- Systematic subrogation (wage subrogation enables you to receive the daily allowances owed to you by the health insurance directly from your employer)
- Verification of equity of the salary policies (over 50 years old, women, coloured people, RQTH disabled, ...)

Grille 2024 applicable au 01/09/24				
	35h	forfait ref horaire	forfait jours	forfait sans ref horaire
A1	23 668 €			
A2	23 788 €			
B3	25 350 €	29 153 €		
B4	25 870 €	29 751 €		
C5	26 390 €	30 349 €		
C6	27 300 €	31 395 €		
D7	28 340 €	32 591 €		
D8	30 140 €	34 661 €		
E9	32 423 €	37 287 €	42 150 €	
E10	35 848 €	41 226 €	46 603 €	
F11	38 184 €	43 912 €	49 640 €	
F12	39 159 €	45 033 €	50 907 €	
G13	42 234 €	48 570 €	54 905 €	
G14	45 963 €	52 858 €	59 752 €	
H15			76 693 €	
H16				92 690 €
I17				105 935 €
I18				122 010 €



This current grid demonstrates the flagrant injustice between those who produce value and those who ask them to make an effort.

**If all this seems unfair to you, contact us and let's get together to put our weight behind management !**

