

Mobile Work: Central Limits Are No Solution!

Dear colleagues,

In his employee letter of June 9, 2026, Guillaume Faury announced, among other things, the goal of reaching an on-site presence of 4 working days per week starting in September. This directive is justified by the challenges across all business areas.

According to the [Group Works Agreement \(KBV\) "Mobile Work"](#), mobile working is based on an agreement between the manager and employees and should be flexibly adapted to the operational requirements of the tasks, the interests of the team, and the personal interests of the employee. **Therefore, upper and lower limits were deliberately excluded from the agreement.** The KBV literally states: "The operating parties assume that this is usually best ensured when mobile working does not exceed 40 percent of the weekly working hours." **The planned flat capping of mobile working to one day per week thus clearly contradicts our German agreement.**

In this day and age, concrete implementation is an important leadership tool for managers. With this new directive, top management calls this trust in managers into question.

This directive overloads our infrastructure (overcrowded parking lots and canteens), ignores personal life realities (caregiving, childcare), and deprives managers of their decision-making power. Furthermore, we point out that central monitoring of mobile working and sickness-related absences is inadmissible.

What does this mean for you?

- **The KBV remains in force:** The German agreement is legally binding, even for the group executive management.
- **No flat rejections:** An application for mobile working must not be flatly rejected by referring to "new directives" or a "4-day rule." It is important for us to emphasize that this mandate comes from top management and not from your direct managers. Should a manager reject or restrict an application for mobile working based on this central directive, you are entitled to an explanatory personal discussion (Sec. 4 Para. 2 KBV) to document any issues that arise.
- **Do not let yourselves be unsettled:** If conflicts arise within your team or flat cuts to mobile working are to be enforced, use the conflict resolution procedure (Sec. 10 KBV) if necessary and involve your local Works Council.

We call upon the German executive management to reconsider this central demand, to align it with local conditions, and to ensure that the Group Works Agreement is respected.

As Works Councils, we believe there are more effective ways to connect employees with our products and with Airbus. Trust and good working conditions are certainly among them.

Your Group Works Council