



Flex Office: the Management go forth masked... The CFDT requests a CSE consultation!

A target of 30% reduction in office space has been assigned in 2020 to all companies in the Airbus group. To achieve this economic objective, it is a matter of lowering the group's fixed costs, the directorates, beyond the workforce reductions, must rethink the organization of workspaces. The envisaged solution has a name: FLEX OFFICE.

The Flex Office consists in having, within an open space, a smaller number of offices than the number of employees concerned, relying on absenteeism linked to teleworking, travel and leave to ensure adequacy. Employees no longer have a dedicated office.

Airbus Defense and Space, less impacted by the Coronavirus crisis, launched a pilot project in mid-2020 in the TOP sector of its Toulouse establishment (140 positions for 177 employees).

Relying on an expertise of the SECAFI firm and on the opinion of the employees concerned, the elected members of the CSE cast an unfavorable vote with 23 votes against (CFDT, CFE-CGC, CGT) and 5 abstentions (CFTC, FO). Management ignored this rejection and rolled out its Flex Office pilot project, which paves the way for other similar initiatives in the group.

What about Airbus Commercial Aircraft?

Projects are emerging in different sectors (S, B, ...). Management deliberately avoids using the term Flex Office which would tend to make the employee suspicious and prefers "space adapted to new working methods" to play on the rope of agility and innovation.

Let's not be fooled, these are Flex Office projects that have a strong impact on the working conditions of employees :

- end of personalized workstation,
- strong incentive to telework when it must involve double volunteering (see group's agreement),
- loss of efficiency related to installation / uninstallation and cleaning of the station.

The QVT (Quality of Life at Work) frequently put forward by our Management risks seriously deteriorating. Besides the savings on fixed costs, we are curious to find out what are the advantages of such projects and in particular the advantages which directly concern the employees.

Management did not wish to present current projects to us at the CSE meeting on March 26 on the pretext that the files were not finalized. For the CFDT this is very regrettable because, within the framework of a healthy social dialogue, the discussions with the staff representatives must be carried out BEFORE the project is finalized, so that the Management can take into account the observations and requests of the elected representatives.



The CFDT is not dogmatically opposed to the Flex Office, but asks the management to consult the elected representatives of the CSE on

the various future Flex Office projects and to take into account their potential observations.

Without buy-in by employees and their representatives, Flex Office projects are doomed! •

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CO₂: Airbus plays transparency

Respect a +2°C trajectory

Airbus has just published the estimated lifetime emissions of the products and services sold in 2019 and 2020.

The publication of these emissions ("Use of products sold" section of "scope 3" defined in the GHG¹ protocol) remains optional, unlike direct emissions from industrial sites (scope 1) and indirect emissions due to the production of energy used on Airbus sites (scope 2), which are mandatory.

Full scope 3 includes all Greenhouse Gas emissions in the value chain: suppliers, subcontractors, upstream and downstream product transport and distribution, business trips, employee travel, investments, end of product life, etc.

This is therefore a major step forward for the aeronautics industry and for **Airbus, one of the first players in the aeronautics sector, to disclose, in transparency, the environmental impact linked to the use of its planes.** These emissions alone represent more than 90% of the emissions generated by all of our activities.

The figures are impressive: in 2019 Airbus delivered 863 aircraft which will emit during their average lifespan (22 years) around 740 Mt of CO₂, which represents 66.6g of CO₂ per km per passenger.

In 2020, with the impact of the COVID crisis and lower deliveries, for 566 aircraft delivered, emissions amount to 440Mt of CO₂, the equivalent of all of France's emissions over one year. **For the CFDT, the publication of these figures is**

1 Green House Gas

essential. They will constitute a reference which will make it possible to verify that we are really committing to a GHG reduction trajectory that respects the objectives of the Paris agreements.

Civil aviation emissions represent between 2 and 3% of total global emissions. For the IPCC, it is essential not to exceed a total "carbon budget" in order to remain below the 2 ° C temperature increase bar compared to the pre-industrial level by 2100. This implies that **air transport must limit the total amount of carbon emitted by rapidly reducing its emissions.**

The figures revealed by Airbus will allow us to measure that we are respecting this objective and that the introduction of incremental improvements on our planes and the technological breakthroughs that we all hope for in the near future, will allow us to stay on a "+ 2 ° C" trajectory. **Perhaps this courageous act will push our competitors to do the same.**

The CFDT also welcomes the fact that the management of Airbus declares that it is studying the implementation of an internal carbon price to facilitate the arbitration of investment decisions. This is a measure that the CFDT requested in the Colibri special environment² of October 2019. •

2 See the CFDT 24 propositions for environment

Airbus 2020 accounts: not so bad!

The CFDT calls for a decent salary policy in 2021

With a net loss of € 1.1bn, and turnover down 30% (€ 50bn instead of € 70bn in 2019), the results are not good. In view of the predicted disaster, this assessment must be challenged:

- **€ 1.1 billion in losses on a turnover of € 50 billion.**

If it's temporary, that's okay. Indeed, the Group's management did not panic a year ago by announcing a loss of € 1.3 billion, mainly due to the fine of € 3.6 billion paid to settle corruption cases!

We can compare the situation of Airbus with that of Renault, which lost € 8 billion on a turnover of € 43 billion, not to mention Air France (loss € 7 billion on a turnover of € 11 billion €).

- **Free cash flow has become strongly negative,**

It is also largely due to the fine of 3.6 billion € paid in early 2020. We can also recall the 2.5 billion € of share buybacks in the 2010s, money wasted for the sole purpose of enrich shareholders.

- **Finally, it should be noted that the group has provisioned € 1.2 billion for the Odyssey restructuring plan.**

It is paradoxical to note that without this provision the group would be profitable... There remains the drop in turnover, which is the real problem. We will see in a few months whether a recovery begins and allows for a gradual recovery.

In any case, it should be emphasized that this remarkable result is the fruit of the efforts of the employees. We can note that the financial management of the crisis was effective, and that our management did not hesitate to cancel any payment of dividends in 2020 and 2021. And also that our CEO, Guillaume Faury, waived his variable portion in 2020, a welcome symbolic gesture. Conversely, Management can see that in the extremely difficult conditions of the Covid crisis, **employees "did the job", without complaining despite a brutal freeze on salaries and promotions.**

It is time for employees to be rewarded.

The CFDT calls for a 2021 salary policy to match their efforts. •

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