



S'ENGAGER POUR CHACUN
AGIR POUR TOUS

1st UNION IN FRANCE, AS WELL AS FOR "CADRES"

AIRBUS

24/07/2026

TELEWORKING: AIRBUS TOP MNGT STEPS BACK but we remain vigilant!

In the Lines-To-Take addressed to managers this week,
Airbus top management tactically steps back on teleworking...

- ✓ Back to the QVCT content: 2 days of teleworking per week
- ✓ No more deadline of 1s Sept.
- ✓ Reminder of the direct manager's essential role
- ✓ Unchanged mid-term objective: increase time spent on site
- ✓ First step: ensure the 2 days are implemented across the Group
- ✓ Managers are on the front line

Thanks to you, the CFDT was
at the forefront of mobilization

Airbus top management is not
backing down, neither are we!

30th
april

Alert and survey of
Airbus employees.

10th
june

Open letter from **the CFDT** to Guillaume Faury

25th
juie

National petition, **2000 signatures** to date!

30th
june

Gathering in front of the
Airbus Group headquarters,
200 people

Added to this was the exceptional
mobilization of our colleagues in Spain,
which carried significant weight
(a strike involving **3,000 people**)

Mobilization pays off !

From the outset, **the CFDT** has listened to
the employees' concerns, and **we refused to
give up**. Ultimately, **our mobilization proved
worthwhile**.

The CFDT is in solidarity with **managers who
will be in difficult position** starting this
autumn, caught between management's
objectives and **ground reality** of their teams.

**The QVCT agreement is set to expire in
2028**, and negotiations regarding
teleworking already promise to be
challenging. It will be crucial to rely on
**representatives who have been clear,
consistent, and active on this issue**.

**This will be a key stake in the
2027 workplace elections**

ANY QUESTION ?
WE ARE HERE FOR YOU
MEET US!

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TELEWORKING:

REMINDER OF THE AGREEMENT

The rules currently in force

Prerequisites

- ✓ **In all cases:**
 - A self-assessment carried out by both the employee and the manager
 - Do not work with sensitive or confidential data
 - To be declared in the MyHR/services tool and validated by the manager
- ✓ **For regular teleworking:**
 - All employees on "day-based" or "hour-based" contracts are eligible
 - Employees working at least 80% part-time
 - RELOAD classification up to H15
- ✓ **For occasional teleworking:**
 - All employees on fixed-term contracts, interns, apprentices or work-study trainees
 - After 3 months seniority
 - Whose level of autonomy has been validated by the manager
- ✓ **For teleworking on medical grounds:**
 - Recommendation by the occupational physician, potentially at the suggestion of the personal physician

The rules

- ✓ **In all cases:**
 - A one-month notice period applies to any new request in the MyHR/services tool; a request not approved within the deadline is considered rejected by default
 - 1 day's notice for ad-hoc day changes in MyHR/Time; a request not approved within the deadline is considered rejected by default
 - It is not possible to submit a new request in MyHR/services until the previous one has been validated (status "in progress")
 - Half-days are possible, up to a maximum of once a week
 - On teleworking days: adhere to the time slots defined in MyHR/services and remain reachable during those times
- ✓ **For regular teleworking:**
 - The number of days worked cannot exceed an average of 2 days per week over the month (1.5 days for 90% activity and 1 day for 80%)
 - Weeks not worked (leave) are neutralized and excluded from the calculation of the average
- ✓ **For teleworking on medical grounds:**
 - A request can only be made in the tool once approved by the occupational physician (with the certificate sent to the manager and HR)
 - Regular or occasional remote work is suspended during remote work for medical reasons; the number of days worked is tracked separately

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