

A MASSIVE MOBILIZATION BY OUR SPANISH COLLEAGUES FOR MAJOR BREAKTHROUGHS

Spanish Ministry proposals presented on 08/09

7.95% above actual inflation

↑ PURCHASING POWER OVER 4 YEARS

2000 €

GROSS PREMIUM (OCT. 2026)

3,5 €

LOWER LUNCH PRICE



Wages & Purchasing Power

- **Anti-inflation guarantee:** Payment of actual CPI* guaranteed!
- **Scheduled increases:**
 - Jan. 2026 : Actual CPI + 2%
 - Jan. 2027 : Actual CPI + 2%
 - April 2028 : Actual CPI + 2%
 - April 2029 : Actual CPI + 1,95%
- **Annual boosts:** Individual review (0,5%) + yearly promotion (0,5%).
- **One-off bonus:** €2,000 gross lump-sum payment in Oct. 2026.

*Consumer Price Index



Work conditions

- **Teleworking:** Policy maintained (40%). Adherence to individual agreements (2 days).
- **Schedule flexibility:** Voluntary flexibility (start/end times) outside of production roles.
- **Leave:** 2 mandatory weeks + 2 flexible weeks (subject to manager approval).
- **Canteen :** Price reduced to €3.50 (eff. Oct. 1).
- **Transport:** Routes maintained; adjustments via mobility committees.



Health protection & absenteeism

- **Return to normal:** Restoration of salary top-up (sickness/disability).
- **Reimbursements:** Amounts owed paid in October.
- **Absenteeism:** Supreme Court intervention withdrawn by Airbus top management.



Other commitments

- New absenteeism control system implemented.
- **Bromo project:** Collective agreement and seniority maintained. Access to the internal market guaranteed. As agreed by the ADS European Committee.
- **Wages:** Review of wage policy (PG-121) and variable pay system before the end of 2026.
- **Workload:** Analysis scheduled for Cádiz before Nov. 2026.

PLUS NOMBREUX,
PLUS FORTS!



The CFDT can act with you and for you
but not without you!

To have more influence in future negotiations,
Join us! Vote for the CFDT!

ANY QUESTION ?
WE ARE HERE FOR YOU
LET'S MEET!

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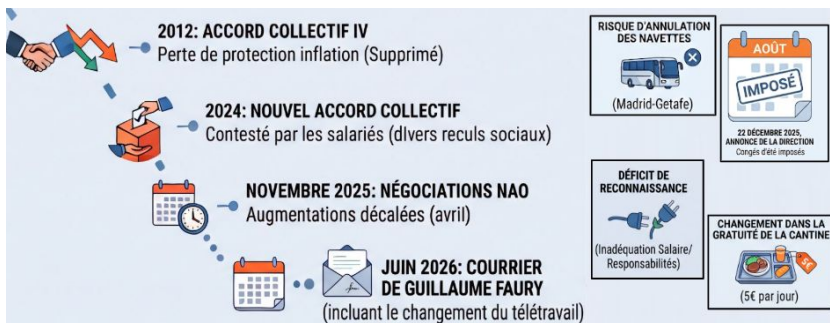


14 Sept 2026

SOCIAL MOVEMENT IN SPAIN

Interview with the Strike Committee's communications team

Setbacks and declining purchasing power: Reasons for the strike



Organization of employees into a Strike Committee



AIRBUS ESPAÑA - Chronology of the social movement

35 days of non-violent strikes

- **Mid-June:** Spontaneous movement; employees call on unions to defend their rights and end inter-union conflicts.
- **1st July:** First day of the strike, called by SIPA; widely supported by employees.
- **Weeks 2 and 3:** Movement extended to other AI Espana sites. At its peak—following a strike call by six unions—90% of employees (approx. 12,000) were on strike. Working groups were established.
- **Week 4:** Five unions continued the strike action.
- **July 22-23:** Agreement signed by CCOO, ATP, and SIPA (CCOO had not been on strike).
- **July 24:** Référendum (81,4% participation.): Agreement rejected (49,15% against / 45,95% in favor / 4,62% abstention).
- **August 4:** Company Mediation (ref. 394): rejected by the Strike Committee.
- **August 5:** Strike Committee Mediation (ref. 396): no proposal from Management.
- **In August:** Strike Committee absent from 2 other company meetings (ref. 394).
- **August 21:** "Meeting Zero": strike mediation (ref. 396) replaced by a summons covering mediation 394 as well.
- **August 24:** No proposals from the Company upon return from holidays: 3-hour partial strike (UGT, CGT, UTIL) & show-of-hands vote: strike to continue.
- **August 25:** Mediation 396 (Session 1): Threats from management (removal of workload, no negotiation during the strike)
- **August 27:** Mediation 396 (Session 2): Management describes its remarks as statements of fact rather than threats. The strike committee presents a proposal to break the negotiating deadlock. Airbus top management refuses to accept it.
- **August 31:** Digital vote at major sites: 81% in favor of continuing the strike.
- **1st Sept:** Final mediation - strike 396 (R3) and unilateral closure by management (SIMA disagreement - external mediator).
- **Sept 3:** Final company mediation session (strike 394). Legal risk: absence of SIPA and the Strike Committee.
- **Sept 4:** Meeting: Day-long session at the Spanish Ministry of Industry. 3 rooms: Room 1 (CGT), Room 2 (UTIL + strike movement observers), Room 3 (Minister + Airbus lawyers + unions (CCOO, ATP, SIPA, UGT)).
- **Sept 4:** Ministry proposals (see front page), Room 3; presented to the strike committee on Sept 8; outstanding questions remain
- **7-8 Sept:** App-based vote (margin of 67 votes): Decision to pause, but the strike remains active
- **12 Septembre:** Major inter-site demonstration in front of the Spanish Ministry (~5,000 participants)
- **Sept 16:** 90-minute gathering to inform employees and decide on next steps.

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