Cfdt: AIRBUS AVIONS

S'ENGAGER POUR CHACUN
AGIR POUR TOUS

1st UNION IN FRANCE INCLUDING AMONG MANAGERS

SALARY MONITORING CLAUSE

OUR PURCHASING POWER CAN NO LONGER WAIT



Real inflation reached **3%** at the end of September, shattering the **1,3 %** used as an assumption for the Airbus Aircraft salary agreement last March. The negotiation of the Minimum Hierarchical Wages (MHW) and the salary policy follow-up will be held in the last quarter of 2026.

Faced with resurgence of inflation,

it is time to obtain a fair return

on everyone's efforts for Airbus's financial success !

CFDT DEMANDS

- ☑ **MHW: 3,1 % increase on 01/01/2027**
- ☑ **Wages: General increase of 1,7 % for ALL**
- ☑ **€80 min: A safety net to protect the lowest wages**
- ☑ **Immediate implementation: from 01/12/2026**

Paper leaflets are the only authorized communication method for unions at Airbus. Recycled paper. Do not litter.

ANY QUESTION ?
WE ARE HERE FOR YOU
MEET US !

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EXPLANATION OF THE TEXT

Wages to catch-up inflation

The return of inflation (3% year-on-year at the end of September) has wiped out the slight increase in purchasing power thanks to the wage policy agreement signed last March. Cumulatively over nearly 6 years, Airbus SAS wage policy has **barely managed to maintain purchasing power** for employees who received an individual increase every year. **Underpaid employees now have a lower real salary than they did 6 years ago.**



[Survey CFDT](#) - **Airbus Commercial**
94 respondents as of 23/10/26
Purchasing power calculator

Mode Pro

A deceptive evolution



The March 2026 agreement includes a review in the fourth quarter to analyze the economic context, particularly inflation, and consider compensation if necessary.

For the CFDT, an immediate catch-up with inflation is essential

Minimum Hierarchical Wages (SMH) to be negotiated

Furthermore, negotiations are underway at the industry level to increase the minimum wages per category (SMH). However, the UIMM (metallurgy employers' association) is proposing to raise only levels A1 and A2 which have fallen below the SMIC, without touching other classifications, in other words: **zero increase in the metallurgy industry SMH pay scale.**

The Airbus SMH pay scale, which is more favorable, is to be renegotiated in November (1st meeting on November 4th). **Airbus Management must be more open to dialogue than the UIMM.**

For the CFDT, SMHs must follow the inflation!

Pay equity

Based on the figures provided for pay transparency, the CFDT notes discrepancies in bonuses for women and senior employees.

More information to follow in a next CFDT communication...

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