

STATEMENT by the SE-WC of 22 and 23 September 2020 regarding the information and consultation process for the Odyssey project

As far as we are concerned, the situation is clear: managing the crisis caused by the Covid-19 pandemic must not come at the expense of employees. We need intelligent solutions and not mass redundancies in 2021.

The trade unions represented on the SEWC have always supported Airbus' international development, but consider it should be remembered that Airbus came about as a result of the determination to develop the aviation, space and defence industries, to guarantee not only the sovereignty of Europe itself but just as much that of its technology, research and development and the quality of the jobs that that entails, in terms of skills.

The trade unions of the SEWC point out that this political resolve gave rise to a balanced industrial footprint in Europe and the unwavering support of France, Germany, Spain and the UK and Europe, including during difficult times such as economic recessions, and most recently, this Covid-19 pandemic.

From the very first weeks onwards, in order to mitigate the impact of the Covid-19 pandemic, the trade unions of the SEWC have proven their sense of responsibility by demonstrating their willingness and responsiveness in negotiating and signing a range of agreements with Management with a view to protecting Airbus and its employees.

The SEWC requests that the new paradigm which has resulted and will continue to result both from the pandemic crisis and from behavioural changes in air transport, environmental considerations, new developments in the way aircraft are purchased and operated, that began in the WB/LR sector before the pandemic, be very soon taken into account when deciding on Europe's industrial footprint in the short term. Therefore, as proposed in the Stratorg report, the time has come to, in particular, freeze industrial transfers, and even re-insource some skills and industrial activities currently located outside Europe.

Were this not to be done, the SEWC fears that, as confirmed by the independent studies of our consultants Stratorg and EWR, some industrial facilities in Europe and the competences they possess would disappear. It is now clear that the workload remaining on some sites would not make it possible to guarantee their future or economic relevance.

The SEWC, composed of responsible trade unions and employee representatives, ask Management to provide the input that will give fresh impetus to the process of completing negotiations with a view to saving the greatest number of jobs and skills.

At one stage in his evolution, man stood up on his two legs, so as to be more efficient and agile. We must walk before we can run. Whilst for the first leg – the analysis of the commercial, financial and industrial situation – there could be agreement, the second leg – the social measures offered to employees – is, as of today, totally inadequate.

WE HAVE BETTER IDEAS FOR OUR FUTURE

First and foremost the SEWC demands there be no compulsory redundancy measures.

Therefore, the SEWC, on behalf of all the trade unions and employee representative bodies submits the following demands:

- that the on-going negotiations, including at national level, be revitalised in terms of content, so as to enable a dynamic voluntary departure process, which is needed to provide a speedy response to the emergency caused by the pandemic

- that the issues under negotiation around the areas supported by European governments, such as training, phased retirement or part-time working schemes be put on the agenda of national negotiations so as to protect jobs, and that all possible mechanisms as suggested by the SEWC at its last meeting be addressed in order to safeguard skills and jobs, and thus guarantee our industrial recovery
- that more use be made of long duration partial unemployment in France and Germany and that Airbus seek to implement this more in Spain, as permitted under law
- that there be provided specific information by country on how jobs can be preserved and skills developed, under the plans to support the aviation industry, both by national governments and European authorities, in particular as regards green aircraft and the digitalisation of our sector and the industry
- that qualifications be recognised by promotion in line with the jobs actually performed
- that commuting be confirmed and assessed, in particular in the light of the orders for ADS and Helicopters by certain European governments being brought forward. It is easy to see how politicians and tax-payers would fail to understand why Airbus Commercial employees would not benefit from this
- that the implementation of the social plan be extended beyond the end of June 2021, so as to ensure the transmission of the skills required in some functions and to attract more voluntary departure applications.

The SEWC expects Airbus to do everything in its power to ensure the survival of Airbus sites, and those of PAG and Stelia. Saving jobs must be the absolute priority, as it is only with the employees that there can be any future prospects after the crisis. We suggest starting a constructive dialogue on this subject, as was the case during the SEWC on 22 and 23 September with Top Management, so as to secure our support.

The SEWC requests that the necessary organisational adaptations be started so as to ensure operating continuity and to limit the psycho-social risks that might arise due to overwork and pressure, resulting in stress on employees.

Airbus' new paradigm will emerge more clearly in the coming months, and Management will have to share it with employee representatives so they can participate in building Airbus into a robust, efficient and innovative organisation.

In order to do so, the SEWC asks that the monthly work process continue until the end of December 2020, with a view to monitoring and consolidating the measures that are to be enshrined in national agreements. Ensuring there is consistency across these measures is indispensable in an integrated European group such as Airbus.

Following presentation of the studies completed by our consultant Stratorg to Airbus Management and the SEWC meeting in an extraordinary session on September 22 and 23 2020, **today, 23 September 2020, the SEWC takes positive note of the fact Management has taken into account all the alternative social measures proposed by the SEWC and of its willingness to move forward on all aspects of negotiation in each national entity. The shared goal that has been clearly identified is to now reach negotiated collective solutions with a view to ruling out any risk of compulsory redundancies.**

The progress made during the SEWC must be reflected very quickly in the next few days through the process of national negotiations.

Marc Ambiaux (FO)
Chairperson

Thomas Busch (IG Metall)
Chairperson



Romania Representatives