

**Opinion of the SE-WC regarding Odyssey
(Information/consultation procedure concerning the Odyssey project)**

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 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, not just to guarantee the sovereignty of Europe itself, but also of its technology, research and development and the quality of the jobs that that involves, in terms of skills.

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

On 5 May 2020, Airbus Group Management informed the SEWC of the initial consequences of the Covid-19 pandemic on Airbus Group and its subsidiaries. Airbus Management also reported to the SEWC and the ECADS Division committee on the Future Planning project for that Division, in the light of the impact of the Covid-19 pandemic. The specific information/consultation procedure for Future Planning was organised in parallel within the ECADS European Division committee.

On 30 June 2020, Airbus Management started an information/consultation procedure for the Odyssey project in the Airbus Group SEWC; as regards the impact of the Future Planning project on the Airbus Defence and Space Division, the social measures and the alternatives proposed are also under consideration by the SEWC.

Management has announced that the Odyssey project will mean the loss of 14,931 direct jobs, mainly across the various functions of Airbus Commercial and in the subsidiaries Stelia and Premium Aerotec.

When presenting the Odyssey project Airbus Group Management stated that they could not rule out compulsory redundancies.

The SEWC, the European Division committees of Airbus Defence and Space and Airbus Helicopters, along with all the national employee representative bodies, repeat that, as formerly stated on 23 September 2020, they oppose any compulsory redundancies.

The SEWC, and all the trade unions and representative bodies within the Airbus Group, call upon Management to explicitly state that this measure will not be used.

The SEWC requests that Management implements the job loss plan solely through voluntary measures.

ODYSSEY PROJECT

After ten extraordinary and ordinary meetings of the SEWC, as provided for by the SEWC Agreement of February 2015, the SEWC is in a position to issue an opinion today, on 5 October 2020.

In order to assess and properly understand this project, the SEWC commissioned two experts, namely the consultants specialising in strategy and organisation, Stratorg, and the financial consultants, EWR. The SEWC notes that with the support of Stratorg there has been extensive dialogue and interaction with the various functions concerned and also with Group Management. The report produced by Stratorg for the SEWC contains an in-depth analysis of the questions posed by the SEWC and the answers to them from Management.

Notwithstanding, while there is agreement around the causes and economic and industrial consequences for air transport and therefore Airbus, not all of the questions from the SEWC about the protection of Airbus competences and jobs have been answered satisfactorily or even, in some cases, acceptably.

The SEWC requests that the new paradigm which has resulted and will 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, already underway in the WB/LR sector before the pandemic, be very rapidly 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. Based on the independent analysis of our expert consultants Stratorg and EWR, were this not to be done the SEWC fears that some industrial facilities and the related competences the Group possesses in Europe could disappear.

It is now clear that the workload remaining on some sites would not make it possible to guarantee their industrial future or economic relevance.

The SEWC will provide the national employee representation bodies concerned with this report, which is a summary of its studies and discussions around the Odyssey project.

This report contains all the analyses of workforce transfers and movements, the loss of jobs and skills, and the accompanying measures and plans for redeployment in different sites in Europe.

The SEWC wishes to highlight a number of issues it considers vital as much for the employees concerned as for the future of Airbus.

- The identification and description of the alternatives that appear in the table in the Stratorg report using deployment based on negotiation via future national agreements.
- The application of long duration partial unemployment in France, Germany and Spain
- The issues under negotiation around the areas supported by European governments, such as training or phased retirement must 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

- Specific information by country must be provided on how jobs can be preserved and skills developed, under the plans to support the aviation industry, both by national governments and the EU, in particular as regards green aircraft and the digitalisation of our sector and the industry
- 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.
- Airbus must recognise qualifications by promotion in line with the jobs actually performed
- Airbus must confirm and assess the deployment of commuting, in particular in the light of the orders for ADS and Helicopters by certain European governments being brought forward.
- Airbus must permit the implementation of the social plan to 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 requests that the necessary organisational changes 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

The SEWC recalls moreover that the measures planned under the Odyssey project also apply to the employees of Airbus Helicopters, in Germany and Airbus Defence and Space.

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.

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, the SEWC took positive note of the fact Management had 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.

As far as the SEWC is concerned, the situation is clear: managing the crisis caused by the Covid-19 pandemic must not come at the expense of employees.

In submitting this opinion and expert consultants' report, the SEWC is identifying alternative solutions aimed at avoiding the need for compulsory redundancies in the Airbus Group and its subsidiaries!

All of these measures must be negotiated then deployed in Airbus Commercial and its subsidiaries, in particular PAG and Stelia!

The idea of quotas as a social measure should be abandoned in favour of preserving competences and jobs so as to be acceptable to the workforce and enable Airbus to be primed for recovery.

Institutional support, either national or European, may allow Airbus to cope financially with this transformation if it is fully deployed!

Only constructive social dialogue will lead to balanced national agreements capable of protecting Airbus!

The SEWC asks that the monthly work process continue until the Odyssey project has been fully deployed, so as to ensure constructive national negotiations and 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.



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