



Election manifesto From November 21 to 23, 2023 elections at Airbus

### CSE\* elections for what?

All Airbus Avions employees (and subcontractor employees who have chosen to) are asked to express themselves electronically from November 21 to 23, 2023 to choose the union that will represent them for 4 years. These elections are important because they define the representativeness of the trade union organizations at the level of the company, the group, the professional branch (metallurgy) and the industrial tribunal. They determine the power to negotiate and sign agreements at these different levels (example: collective agreement of the metallurgy branch and RELOAD agreement of the Airbus group). At the company level, the result of the

elections determines not only the number of elected officials available to each union at the CSE, but also the human resources allocated to the representative unions (union delegates, representatives of social life, etc.). Finally, the result of the elections determines the representatives managing social and cultural activities (holidays, ticketing, sport, etc.). **The CSE elections are therefore, above all, the opportunity to give the power to a union to sign company agreements which define our rights and make up our daily lives.**

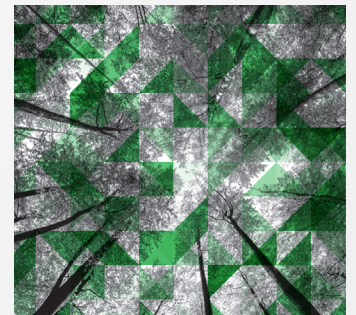
\*CSE: Social and Economic Committee

### Voting for the CGT means voting for:

**For the defense of the rights and working conditions** of all Airbus employees.



**For equality between women and men and to combat all discrimination, sexism, racism, homophobia...**



**For a coherent, active, accessible and independent union from management:** our proposals and demands are yours. No gap between what we say, do and sign!



**For the environment** with a union truly involved in the company and outside to move forward, at the same time, the question of climate **and employment.**

# The CGT's commitments



**Be and remain independent** of management. It is towards employees that we make commitments and it is to them that we are accountable.



**Systematically inform and consult** employees before, during and after each negotiation with management.



**Support employees in their mobilization process**, including going on strike if that is their wish, by helping them to organize to be respected and obtain satisfaction for their demands.



**Each elected CSE delegate is the spokesperson** for all employees, unionized or not, and whatever their union label.

> **Voting CGT is the guarantee of having a union independent of management to build with you a real balance of power to defend your collective and individual interests.**

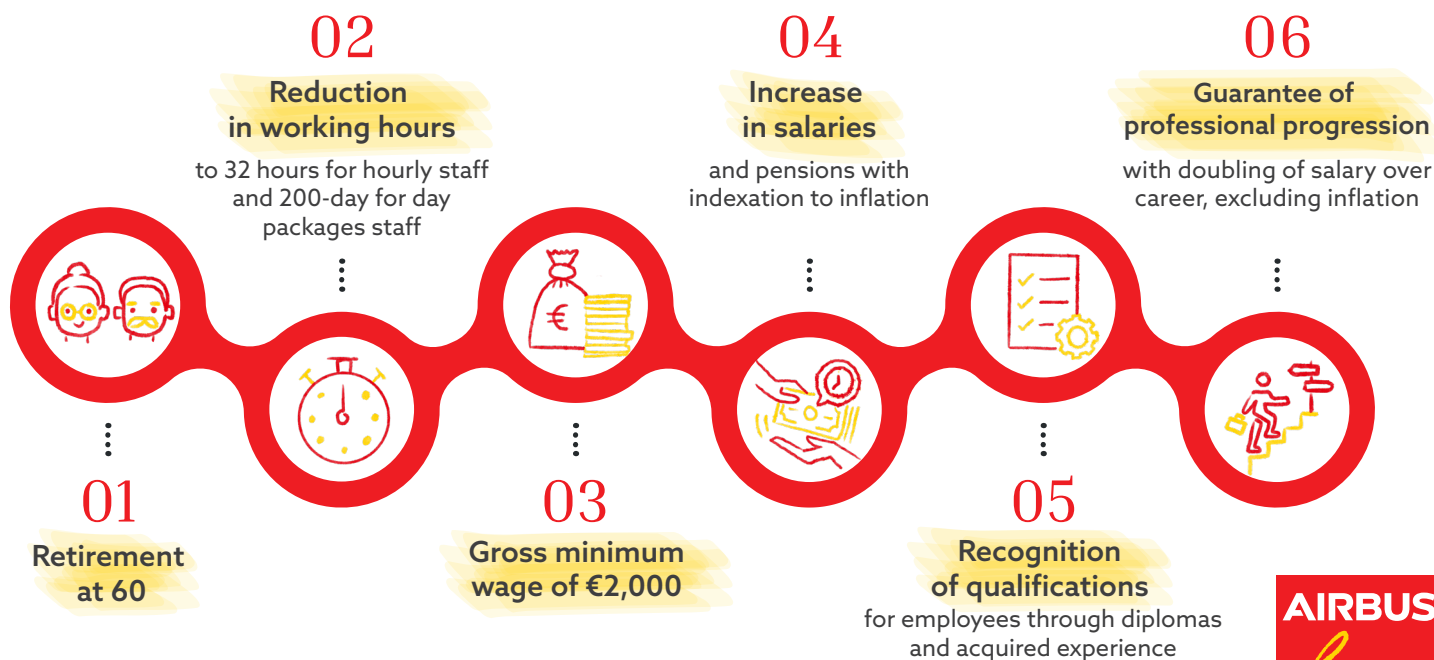
> **Voting CGT is the possibility of getting out of a "social dialogue" which takes place behind the backs of employees and where they have no say.\***

> **The CGT is the only solid tool with which enable employees to gain new rights and improve their working conditions.**

> **Voting CGT is the guarantee of having delegates listening to you on the ground to carry your demands.**

*\*RELOAD, salaries, career development, PSE (job protection plan), annualization, company strategy, etc.*

## The CGT benchmarks to raise your demands at Airbus Avions:



+ information on [cgt.fr](http://cgt.fr)

