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Factsheet for case **FR-2020-14/218**

Airbus agreement for making up unworked hours during its production suspension period

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Country	France, applies nationwide
Time period	Temporary, 31 March 2020 - 31 December 2020
Type	Bipartite collective agreement
Category	Protection of workers at the workplace – Changes of working hours or work-arrangements
Case created	31 March 2020 (updated 16 April 2020)

Background Information

On 20 March the Airbus Group signed an agreement that was supplemented on 26 March with an addendum treating unworked time (hours and days) due to the coronavirus pandemic. The addendum sets out a production suspension regime for the period running from 23 March to 5 April and defines ‘arrangements for a gradual resumption of activity out to the end of 2020, in line the needs of the different company’s divisions sectors and their individual workloads.’

Content of measure

This agreement qualifies as lost, hours or days not worked, during the weeks of March 23 to April 5, 2020, following the collective judgment or limitation of certain activities in the Group. The agreement was signed by Donald Fraty, head of human resources France and the trade unions organisations represented at national level and in the Group level.

Recovery by hours worked on weekdays, Saturdays and / or days holidays, will be planned by managers according to an indicative calendar between the end of the crisis and June 30, 2021.

By way of derogation, each employee may recover hours or days lost, up to 3 maximum days, by using days of leave available in the counters of employees concerned (statutory holidays, RTT, CET, ATC, CETC, modulation fund, etc. according to entities).

This possibility will be open to each employee at the end of 2020.

The manager may at the same time, by derogation and if he considers that part of the remaining recovery will not be possible in the first half of 2021, authorize the use of days off beyond 3 days to recover the hours and days lost.

Use of measure

Any bonuses or ancillary wages, which were due with regard to the scheduling of work during this period of collective work interruption, will be maintained. Thus, and by way of example, the team bonuses are maintained over the period not worked from March 23 to April 5, 2020.

An assessment will be made at the end of the first half of 2021 to ensure that all lost hours and days have been recovered in working time or through the use of rest counters.

Actors, target groups and funding

Actors	Target groups	Funding
National government Trade unions Company / Companies	Employees	No special funding required

Social partners

Role of social partners	Agreed (outcome)
Form of involvement	Bi-or tripartite social dialogue bodies

Bi-partite agreement between Head of Human resources France and trade unions.

Sectors and occupations

This case is sector-specific.

Economic area	Sector (NACE level 2)
H - Transportation And Storage	H51 Air transport

This case is not occupation-specific.

Sources

- 20 March 2020: Amendment no.1 to the Group agreement for recuperation of lost hours and days recovery of hours and days lost as part of the COVID 19 epidemic from March 20, 2020
- 25 March 2020: Official Journal - Order no 2020-324 du 25 mars 2020 on emergency measures de revenus de remplacement mentionnés à l'article L. 5421 2 du code du travail