



A platform for the future of a technological front runner

approved by the trade union co-ordination group on
EADS
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The aerospace industry is of enormous strategic importance for Europe as a base for science, technology and industry. EADS has become the European centre for both the aerospace industry and defence technology. In particular the technology of the aerospace industry serves to strengthen Europe as a location for industry by creating and securing new and quality employment. The strongly growing aerospace industry requires considerable technological, industrial and human investment. The current situation of the EADS group shows the need for a quick and solid response to the challenges ahead, both at industrial and social levels.

The EMF, together with its affiliated organisations with membership in the EADS Group, is of the opinion and demands that:

- The recently announced restructuring programme Power8 may not lead to any forced redundancies, plant closures and sales of plants or activity stoppage. The continuation and the development of all the sites within EADS must be secured, as well as the preservation of all the activities: engineering, production and services.
- Full and detailed information about the weight and quality of the measures related to the Power8 programme must be presented to the trade unions and workers' representatives as soon as possible. The trade unions will not agree to any negotiations in respect of the Power8 programme until this has taken place. Their opinions must be heard and their demands taken into account.
- The leading position of EADS with regard to technology has to be safeguarded; it is particularly important to ensure that the complete system capability of Airbus must be maintained and developed.

- There should be lasting investment in top technology, underpinned by long-term strategic planning.
- In event of transfer of know-how, this must be to the benefit of both sides and contribute to safeguarding locations and employment. EADS is at the cutting edge of technology and safeguards need to be put in place to maintain this. Nevertheless EADS should look for commercial and industrial agreements based on co-operation and the social development of each party concerned.
- A clear commitment should be given to push forward technical and social innovation in the EADS group underpinned by budget positions
- The internal Research and Development policy has to be reinforced. A strong and lasting base for R&D within Europe must be guaranteed.
- EADS has to make use of the key position of the group for a real European industrial policy in the aeronautics, space and defence sectors and this should be combined with true social and job development ambitions.
- The establishment of responsibility and transparency in the management structures for a real European Company is urgently needed. This requires reinforcement of the role and prerogatives of the workers' representatives.
- Increased participation of the workers' representatives and trade unions at all levels (including the board) is needed for a successful future of EADS
- A policy of innovation with constant and up-dated training and qualification of employees is a precondition for success. Recognition of qualifications and attractive wage, employment and working time policies are also essential even in times of crises.
- Permanent contracts with long-term perspectives for the employees are a precondition in order to be able to react to industrial and technological needs; agreements concerning mobility should be voluntary agreements (i.e. no forced mobility).
- Responsible, reliable and trustful co-operation with supplier companies has to be guaranteed. This cooperation should put an end to dominating relationships and facilitate social and employment development. The activities of the Airbus supply chain and its specific technological and industrial input must be maintained.
- No further outsourcing of production of systems and components or of services should take place. In some sectors, EADS should even study

and plan to repatriate outsourced work in cases where our technological and industrial expertise is threatened.

- A social dialogue group (made up of trade union and management representatives) is needed from the holding level down to each local site, with extended information and consultation rights, in order to ensure constructive co-operation with workers and their representatives
- EADS should maintain and further develop its strong social responsibility at the national, European and global level by means of concrete measures in which the group gives priority to human beings and refuses to put workers in competition with one another.
- The strategic production system is based on industrial, economic and political agreements and responsibilities. This sensitive system has been the guarantee for a successful Airbus Group in Europe over the last 10 years. This is a fact, despite the current Airbus crisis. The EMF is opposed to attempts to change this distribution of work in the future. The Airbus success story, based on a high level of know-how and expertise, must be continued.