

SOLIDARITY WITH AIRBUS SPAIN

Manifesto of the Airbus Spain Workers to Our Comrades Across the Airbus Group

July 2026 - *As workers in Spain perform a full month of courageous and unified strikes action against unilateral decisions, this manifesto outlines our shared grievances, our hope for a fairer future and an urgent appeal to the transnational spirit that defines the Airbus family.*

Dear Brothers and Sisters across the Airbus Group,

From the production workshops to the engineering offices, the pulse of Airbus Spain is beating with an unprecedented, collective energy. What began as a local movement has grown over the last month into a historic, nationwide mobilization. Every single day, more colleagues and more departments from all Airbus divisions are joining our ranks. No matter whether it is blue- or white-collar professionals, the commitment to securing our rights is universal. Our numbers are growing gradually but unstoppably across all Spanish sites, demonstrating that when dialogue is replaced by unilateral business decisions, the workers' voice will ring louder than ever.



Figure 1 Historic turnout and unity during the Airbus Spain nationwide strike.

"This is not the action of a minority; it is the collective stand of a proud, dedicated workforce demanding reciprocal respect for years of unwavering commitment."

Our Key Demands

We remain fully prepared to sit at the negotiating table immediately to achieve an equitable agreement. Our platform stands on six clear, non-negotiable pillars:

1. Recovery of Lost Purchasing Power:

- An extraordinary increase in the RSG (General Salary Review), fully compensating the loss of purchasing power suffered by all Spanish employees during the last years.
- The absolute restoration of the CPI (Consumer Price Index / IPC) as the mandatory baseline for all future RSGs starting from 2026.

2. Guarantee of Work-Life Balance and Labor Flexibility:

- The right for employees, where feasible, to choose up to 40% remote working (telework), alongside fair compensatory measures for roles requiring a physical presence.
- Restoration of team-managed vacation flexibility, preserving autonomy within workgroups while maintaining the recommendation of two weeks in August.

3. Preservation of Essential Workforce Services:

- Guarantee of a universal and completely free canteen service for all Airbus employees, free of co-pays or payroll deductions.
- Full maintenance of the existing high-quality company transport routes.

4. Reform of the Bradford Factor Indicator: The total elimination of the Bradford Indicator, or at minimum, the absolute exclusion of legitimate medical leaves from its calculations.

5. Strike Compensation: The establishment of an extraordinary financial compensation package covering the days workers have bravely spent on strike.

6. Safeguards on Project BROMO: A binding commitment from management that any operational or workplace structural changes under Project BROMO affecting employment, working conditions, or organization must undergo a rigorous process of prior information, negotiation, and formal agreement with legal workers' representatives.

A Shared Future: Why "We Are One" Matters Today

Comrades, the decisions being tested by management in Airbus Spain are not isolated. If unilateral reductions of rights, strict attendance metrics, and unnegotiated restructurings are permitted to succeed here, they will inevitably become the blueprint for measures across France, Germany, and the rest of the Airbus Group in the coming years. We are a single transnational entity. The philosophy of "We Are One" cannot just be an internal corporate slogan; it must be the living reality of our cross-border union solidarity.

Our tone remains filled with hope and absolute confidence. This strike is not just a protest, it is an affirmative stand for the dignity of labor, healthy corporate dialogue, and a sustainable future for everyone who builds Airbus aircraft. By standing together today, we guarantee a fairer tomorrow for every worker across Europe.

**In Unity and Hope,
Your Colleagues from Airbus Spain**

Airbus España, Getafe / Puerto Real / Illescas / Albacete / San Pablo / Tablada