



## Ryanair

Attn.: Eddie Wilson CPO & Peter Bellew COO

Sent by email: [wilsone@ryanair.com](mailto:wilsone@ryanair.com) / [bellewp@ryanair.com](mailto:bellewp@ryanair.com)

24 Jan. 2018

## Re.: Pilot Union Recognition in Europe

Dear Mr. Wilson, Dear Mr. Bellew,

Following the Ryanair pilot workforce reaching out to Ryanair management to request union recognition and collective bargaining, Ryanair publicly announced that it would recognise pilot unions and engage in collective negotiations.

Since then, several pilot unions / associations have held meetings with you, while others are still waiting for meetings to be proposed and/or held, including unions in countries where Ryanair currently has no bases.

At the same time, in several countries Ryanair is trying to push through each Ryanair base a unilateral, non-negotiated Pay Rise Offer – which has a number of conditions attached to it – *de facto* side-lining the very unions in those countries that Ryanair claims to be willing to recognise and negotiate with.

Equally, in several countries Ryanair is excluding part of its own pilot population from this process. It does so in those countries by refusing to have contractor pilots involved in Company Councils (CC) and the CC delegations that meet with Ryanair for the purpose of collective negotiations.

Against this background – and without prejudice to local legislation and applicable law, as well as national and European jurisprudence – the undersigned pilot bodies make the following observations.

To be credible with its pledge to recognise unions, to facilitate a mutually beneficial conduct and conclusion of collective bargaining in the different European countries, and to encourage pilots to consider it worth staying with the company, it is paramount for Ryanair to take action on the following:

- a) Ryanair should meet, recognise and negotiate with *all* the representative national pilot unions / pilot associations that contacted them and will contact them in future. Not replying or meeting some of them is not an option, risks undermining Ryanair's credibility, and will be closely monitored by all of us during our respective negotiations.
- b) Ryanair should not interfere with the pilot associations' decisions on which 'type' of pilots represent them in their Company Councils (CC) and negotiations with management. Ryanair's attempts to exclude Ryanair contractor pilots from being represented in talks and negotiations (e.g. where such representation is allowed by local employment law and practice) – or having them relegated to an 'observer' or 'advisor' status – should stop.
- c) Ryanair should not interfere with the pilot associations' choice on any representatives joining their negotiating team. Whilst it is obvious that the CC representatives are only pilots operating for Ryanair, it is up to the CC and their national pilot union / association to decide on the composition of their negotiating team, subject to national legal requirements and association rules.
- d) Ryanair should commit to offer all pilots permanent direct employment contracts, governed by the local laws of the country where they are based. This should be done by 1<sup>st</sup> March 2018, by offering such contracts without strings attached. Where Ryanair can prove that it is legal under the applicable local law of the country where the crew is based, and without prejudice to future jurisprudence, an *Opt-Out* option for pilots who wish to remain on a contractor set-up may be considered in mutual agreement with the local pilot association. As a matter of principle, atypical employment should be phased out and remain an exception within the company.
- e) Ryanair should accept that recognising unions and negotiating with them excludes other options to conclude any 'deals' or 'agreements'. Ryanair pushing through each base – where pilots had not already accepted it – a unilateral, non-negotiated Pay Rise Offer – with strings attached to it – is very unhelpful to maintain mutual trust, as it tries to side-line the very unions that Ryanair publicly claims to be willing to recognise.
- f) Therefore, Ryanair should stop using its management imposed ERC system. To continue dealing through this ERC system will be considered by all of us as an attack on the very recognition process Ryanair just started to engage in.
- g) If Ryanair wishes to continue to unilaterally increase its pilots' pay, this must be accompanied with a clear recognition by Ryanair on a number of crucial points: (a) these offers constitute in no way a union negotiated deal, (b) they do not in any way influence or preclude union CC led negotiations on Pay & Conditions, (c) any conditions attached to these unilateral Pay Rise Offer are considered null and void, (d) the offers are identical for all pilots and all bases across Europe, (e) these offers will be backdated to 1 Sept. 2017, i.e. when the rostering crisis started, to ensure no pilot is treated better or worse than their colleagues, and (f)

changes and/or variations to these initial unilateral pay increases will subsequently be negotiated nationally with respective pilot unions / pilot associations.

- h) Ryanair should stop legal proceedings related to representative activities undertaken by individual pilots and/or current or former union representatives and/or pilot associations and refrain from appealing against any related Court rulings. Failing to do so would make it hard to generate and maintain mutual trust and could put under undue strain this still fragile recognition and negotiating process.

To create a positive environment to facilitate a mutually beneficial conduct and conclusion of collective bargaining in the different European countries, the undersigned pilot unions / associations invite Ryanair to confirm that management is ready to commit to the above.

In addition, and to discuss the implications of the above, we invite you to a joint meeting in Brussels on 26, 27 or 28 of February at 11:00–13:30 (venue to be determined).

We look forward to hearing from you both on the subject matter of this letter and on your participation at the proposed joint meeting.

Best regards,

Belgium: BeCa

Denmark: FPU (DALPA)

France: SNPL France ALPA

Germany: VC & its CC

Ireland: IALPA & its CC

Italy: ANPAC & its CC

Netherlands: VNV

Portugal: Ryanair CC

Spain: SEPLA & its CC

Sweden: SPF & its CC

United Kingdom: BALPA.

Supported by ACA, ECA, EERC and NF.