

JOINT NEWSLETTER

1st of February 2019

On the 29th of January, just half day in advance and in a very informal way, we were informed by Lisa McCormack, Ryanair's HR Manager, about a base meeting in LPA and ACE on the 30th of January and the purpose of that.

We didn't receive any information regarding duration of the activity reduction, total of crew involved (by rank) and/or bases available for people to apply for.

In those meetings, Ryanair has announced the reduction of 1 (one) aircraft per base, in each of the bases from April 2019, due to "commercial decisions". The Managers and HR officers were not able to provide much information regarding total of crew involved and options for transfers.

We have informed Ryanair already that from 1st of February, as per our agreement, Spanish law will apply to all crew based in Spain. We have advised the company that according to the Spanish law there is a legal procedure that they must follow. Under Spanish Labour Law these kinds of things cannot be done unilaterally and for free, as Ryanair used to do before.

The time has come to do it legally. There are a lot of things that need to be legally done by Ryanair and, if you are an affected Cabin Crew member, you may be entitled to exercise some basic rights, such as minimum extra payments for geographic mobility, among others.

Also, any aircraft reduction needs to be dealt by the union representation and never by the employees directly, as they shouldn't be subject to any direct pressures/threats from the company. These matters are to be dealt with legal advisors, from both the Unions and Ryanair, and follow all correct legal aspects that are part of Spanish Labour Law. Ryanair must call the unions as soon as possible for the mandatory formal meetings about this.

Although it is NOT compulsory for you to ask for any transfer at this point in time, as a precaution we will recommend you to make a cautelar application by the end of the deadline.

We will provide you then with an official letter to be sent via certimail (the equivalent of a burofax), the moment you make the application. It states that the company is not following the correct steps of the regulatory procedure according to Spanish law. And that under no circumstances you are giving your consent to a voluntary or compulsory transfer. The application is just to avoid disciplinary actions taken against you.

Your delegates from both Unions together with our legal advisors are working hard to stop this process initiated by Ryanair. **For this reason today we have filed a mediation lawsuit in collective conflict with the Spanish authorities.** We rest assured these actions will make Ryanair to fully comply with the Spanish legislation and follow the proper steps provided for such situations. We will keep you updated on the result of the lawsuit and the next steps to follow.