

## DON'T BE BRAIN WASHED

Dear colleagues, in relation to the information disseminated this week by severely malicious opportunists, with the sole purpose of boycotting and preventing a vote that we can guarantee is LEGAL AND TRANSPARENT, terms whose meaning is unknown, we want to inform you of the following:

- They ignore, demonstrating that their ignorance of our labor and union legislation is worrisome, that a vote is called for a Fringe Agreement for ALL Ryanair TCPs based in Spain. A fringe agreement, is not an extra-statutory agreement as they say, we recommend reading the Statute of Workers.
- Voting is called BEFORE union elections so that THE WORKERS (ALL) HAVE AN AGREEMENT, prioritizing the negotiation of the conditions of the workers to the union representation. It is not easy for the delegates of USO and SITCPLA to work without due union guarantees, however, we understand that the CONDITIONS OF THE WHOLE TEMPLATE are more important.
- The vote on July 1st has nothing to do with the call for union elections, which however much they deny, USO and SITCPLA unions can also promote since they have the majority needed to do so, WHICH IS FOR YOU TO CHOOSE THE TRADE UNION SECTIONS WHICH ARE LEGITIMATE, WITH YOUR FREE AND SECRET FREE VOTE, TO NEGOTIATE THE I CABIN CREW COLLECTIVE AGREEMENT IN RYANAIR DAC AND WHOSE APPLICATION WILL BE EXTENSIVE TO THE POINT THAT AT THID MOMENT CONTINUES TO WORK IN THE AGENCIES, as it is foreseen in Article 87 of the rewritten text of the Workers' Statute (that rule that some so mishandled and worse know, as seen). IT IS EMBARRASSING THAT A TRADE UNION DOES NOT KNOW HOW TO DIFFERENTIATE AN AGREEMENT FROM AN EXTRAESTATUTARY AGREEMENT, it is as if cabin crew do not differentiate an airplane from a suitcase trailer.
- SITCPLA and USO are the legitimate trade unions that in the previous year had up to three strike calls that, specifically, other unions tried to burst by spreading among workers the fallacy that these strikes were illegal, as well as, according to their particular and interested criteria, it was the agreement reached on January 9, 2019 before the General Directorate of Labor. However, no worker has been dismissed for supporting an "illegal strike" and no one has challenged the aforementioned agreement, signed as we say before the Labor Authority itself. As time and reason have shown, the strikes and the agreement were legal, as LEGAL AS THE VOTE THAT WILL HAVE PLACE ON MONDAY.

- WE ARE REPROCHED THAT YOU CAN ONLY CHOOSE THE CONVENING UNIONS USO AND SITCPLA, THING THAT CAN NOT BE MORE FALSE. In the same period of online registration that the workers (June 24 to June 28) can register any other union, as it appears on the website itself. WHO DOES NOT REGISTER IS BECAUSE HE DOES NOT WANT TO REPRESENT.
- WE REITERATE THAT WE HAVE NEVER SIGNED AN AGREEMENT THAT FAVORED AFFILIATES ABOVE ALL OF THE TEMPLATE, TO WHICH THE SPANISH LAW IS APPLICABLE THANKS TO SITCPLA AND USE. No worker adheres individually to a Strip Agreement or tells the Company which Syndicate (or none) is affiliated to apply the Agreement, as we have said, it will apply to ALL TCPs that are based in Spain and provide its services in Ryanair airplanes, without any individual procedure.
- ALL WORKERS HIRED BY RYANAIR IN SPAIN ARE UNDER SPANISH LEGISLATION SINCE 9/1/2019 Which workers to which Spanish legislation does not apply refer? THEY DO NOT EXIST.
- None of the agencies has the status of ETT, therefore the Labor Inspections (having denounced USE and SITCPLA) are sanctioning that there is illegal cession, WHICH IMPLIES THAT THE AGENCY WORKERS WILL ALSO APPLY THE FUTURE CONVENTION.
- We are asked if Assemblies have been called when the assembly of July 1 is perfectly known. It must be that what is KNOWN FOR THESE MALICIOUS ORGANIZATIONS IS A PROCESS WITHOUT POSSIBILITY OF FRAUD.

We have already told you, whoever wants to call elections, who wants to go to the vote on July 1 that does it, the priority of SITCPLA AND USO IS THAT YOU HAVE AGREEMENT, OUR PRIORITY IS YOU.

The facts speak for themselves. While USO and SITCPLA have organized three strikes, we have signed an agreement with Ryanair before the Labor Authority and now we intend to sit down to negotiate the Collective Agreement, what have they done, apart from paddling in the opposite direction? They prefer to subtract to add. If in the end it is going to turn out that the other unions work for Ryanair and not for you ...