

30 May 2022

Dear colleagues,

Due to the complexity of our work shifts we have prepared this Q&A, with some simple rules and examples to guide you in the exercise of your right to participate in the strike called by our USO colleagues. We have tried to make this list as exhaustive as possible.

Please do not hesitate to contact us with any questions or situations you may have.

Remember that the right to strike is a constitutional right protected, endorsed and regulated by law.

If you have any doubts, always go to your union or strike committee to get an answer. Any infringement made during the strike day can be cause for penalty by the company, so we insist that any doubt you seek the advice of the union or the strike committee before taking any decision and when in doubt opt for the most conservative option.

Remember to behave with the utmost professionalism avoiding arguments, confrontations and maintaining your physical integrity.

Good luck to all of you in these days and remember that we are still fighting for improvements in our conditions.

Q&A

WHAT IS THE OBJECTIVE OF THE STRIKE?

The objective of this Cabin Crew strike is to secure an improvement of our economic conditions in the collective labour agreement between the Cabin Crew and easyJet.

WHO CAN PARTICIPATE IN THE STRIKE?

All Spanish based Cabin Crew: Barcelona, Malaga and Palma de Mallorca are called to strike, whether they are members of any union or not. The right to strike is a constitutional right, stated in art 28.2 of the Constitution.

Currently, the strike called by our colleagues of USO will be on the 1st, 2nd & 3rd, 15th, 16th & 17th, and 29th, 30th & 31st of July.

HOW DO I EXERCISE MY RIGHT TO STRIKE?

If your flight is not protected by the 'minimum services' you have the right to strike.

CAN I PARTICIPATE IN THE STRIKE PROTEST AT THE AIRPORT?

You are free to fully support the protest at the airport, please be aware that you must not attend in uniform unless you are working on a minimum service flight. You can wear your easyJet ID.

WHAT IS A 'MINIMUM SERVICE' FLIGHT?

Minimum service flights are protected flights, selected by the Ministry of Transport, Mobility and Urban Agenda, and are flights which must be operated on the day of the strike.

In other words, minimum services are a flights protected by the Spanish Government to guarantee the free movement and operation of public transport. The percentage of flights in minimum service must be established by the government and must be communicated to the workers.

All Cabin Crew are entitled to go on strike, except those who have been rostered to work on the minimum service flights. Cabin Crew on minimum service flights are obliged to go to work.

HOW DO I KNOW IF I AM OPERATING A 'MINIMUM SERVICE' FLIGHT?

The company will notify you of the minimum service flights by e-mail, letter or any other type of communication service such as; Burofax, sms, faxes etc.

If you have been notified that you are operating a minimum service flight by any of these means, you must present yourself at the boarding gate at the scheduled report time for your flight. You should ensure you have a copy of the Minimum Service Charter with you, alongside your personal details and the details of the minimum service flight you are going to operate.

The company must publish a list of the minimum services and which Cabin Crew are assigned to those flights.

DO I HAVE TO INFORM EASYJET THAT I AM GOING TO STRIKE?

Cabin Crew who have not been assigned to operate minimum service flights are not obliged to inform the company that they are going to exercise their right to strike. It should be noted that if the company asks you in advance whether you will go on strike, this is a violation of the right to strike. You are not obliged to answer this question and you should inform the Strike Committee immediately.

Please be advised, our SITCPLA lawyer recommends that for an added layer of protection, you should send an email to the relevant base management team advising them that you are exercising your right to strike.

This can be done in the last minutes before your report time (or SBY time) to the following email addresses:

BCN: CrewManagersBCN@easyjet.com

PMI: CrewManagersPMI@easyjet.com

AGP: CrewManagersAGP@easyjet.com

There is no requirement to contact crewing.

WHAT CAN I DO IF I AM ON A SCHEDULED TRAINING DUTY/RECURRENT TRAINING/CHECK/COACHING FLIGHT?

All scheduled training courses are not considered 'minimum services', so you can exercise your right to strike.

If you are on a rostered coaching/check flight, you must first check if it a protected 'minimum service' flight, in which case you must go to work.

If it is not protected, you can exercise your right to strike.

WHAT SHOULD I DO IF I HAVE A SBY OR ASBY DUTY ROSTERED?

All those on standby duties that have not been notified as 'minimum service' are considered normal duties covered by the right to strike.

If you are assigned a SBY duty as a minimum service, you can only fly to replace another crew member on a minimum service flight, never to replace a crew member on strike as this would be a violation of the right to strike and you must communicate it to the Strike Committee. Remember that you must receive a communication of minimum service for that flight.

As per our lawyer's advice, we recommend that you still send an email, 1 minute before your standby starts, to base management advising that you are exercising your right to strike.

WHAT HAPPENS IF THE COMPANY CANCELS FLIGHTS THAT ARE NOT PROTECTED AS 'MINIMUM SERVICE' FLIGHTS?

Cabin Crew who have their flights cancelled by the company cannot be considered as workers on strike.

The company must inform you if your flight is cancelled and may give you a duty on a different flight protected by 'minimum services' for the same day or for the following days.

DO I HAVE TO COMPLETE MY ON-BOARD DUTIES ON 'MINIMUM SERVICE' FLIGHTS?

If you are operating one of the minimum service flights, it means that you cannot strike and you must go to your workplace and carry out your assigned duties as normal.

DO I HAVE TO ANSWER MY PHONE IF I AM NOT ON A MINIMUM SERVICE DUTY?

NO, if you have not been notified of minimum services you do not have to answer calls or emails.

CAN I STRIKE IF I AM ASSIGNED A MINIMUM SERVICE FLIGHT OR DUTY?

NO, if you have been assigned to a minimum service you must fulfil your duty.

I AM NOT ASSIGNED TO A MINIMUM SERVICE, CAN I GO ON STRIKE?

YES, you can exercise your right to strike and you do not have to notify the company or answer calls or emails.

ARE SBY/ASBY MINIMUM SERVICES?

There will be a number of sby/asby duties catalogued as minimum services and these crew will be duly notified. These SBY can only be used to replace other crew in minimum services.

If you experience any irregularity during sby/asby, do not hesitate to report it and inform both the unions and the strike committee.

AM I OBLIGED TO CARRY OUT THE EAT-DRINK-SHOP SERVICE ON A MINIMUM SERVICE FLIGHT?

The food and beverage service must be at the disposal of the passenger who requires it, so you cannot refuse to serve the passengers, there is no obligation to take the trolley into the cabin but you are obliged to serve the passengers who request it.

You can make a PA explaining the situation to the passengers and organise a service according to their needs.

To confirm, only those passengers who require food or drinks by request should be served.

CAN THE COMPANY PRESSURE ME NOT TO STRIKE?

NO, the right to strike is a constitutional right that is guaranteed, regulated and legislated and each worker is free to exercise it or not without pressure from the company or colleagues. Any pressure must be communicated immediately to the unions and the strike committee.

WHAT IF NOT ALL MY FLIGHTS ON THE STRIKE DAY ARE MINIMUM SERVICE?

You only have to operate the flights that are minimum services and previously notified, you are not obliged to operate the flights that are NOT minimum services.

Remember that you are obliged to operate only the flights that you have been notified as minimum services.

Any problems or queries you may have throughout the day, please don't hesitate to contact us on the union phone number, available 24h: 644880189

Happy Flying!!

Sitcpla Team