

On 28th of June took place a meeting where the situation of the PMI base was discussed. As a result we have been looking for possible solutions. The crew has been actively involved in this and they have given as well their opinion and you will see this reflected on the list below. We understand that some options are easier than others, or others are probably more costly. As union representatives we would like to start with this an open discussion with the company in order to find a solution to both sides. We have grouped the posible options in different categories: work related, HR related and Living in Mallorca and mood of the crew related.

1. Work related

The current contract type in PMI has 8/4 months format. During that period the full schedule of flights only take place during 6 months (the 5 aircraft are only flying from late April until early October). That means that even if we have an 8 month contract, the options of flying for cabin crew are, in real, much shorter. As discussed on 28th meeting we did a survey with the FA/CM community based on 2018 flights:

- FA flew an average of 357'70 block hours and 230,28 nominal sectors
- CM flew an average of 358,18 block hours and 233,22 nominal sectors

With a potential of 900 block hours we can fly a year it feels a number really low for 8 months. In fact this is far from the initial company prevision of 267 nominal sectors (included in PMI base document).

We discussed also during the meeting that even if we work just a few hours we have to be available for the company 100% of time, so the crew cannot consider other working options in Mallorca.

We discussed too during the meeting the features of PMI base and typical PMI customer profile.

2019 hours are obviously not confirmed and we know some duties has been split. That it is great in terms of reducing disruption but the total number of hours they do not seem to change a lot (crew instead of flying 1 day 4 sectores, flies 2 days 2 sectores each).

With that in mind some possible solutions have been given:

- Set a minimum number of nominal sectors per season, so if the crew do not reach that number, they will have at least an income guaranteed.
- Increase the flying program of PMI base: assessing the options of flying during winter periods (some flight are done throughout the year: LGW, LTN, GVA, BSL...)
- Change the flying program of the 5 aircrafts so during the 8 moths they are based in PMI (now they only fly here 6 months)
- Consider the PMI crew first when recruiting in other bases: if during winter a position it is available for fixed term contract in LTN for example, give that opportunity of flying to a PMI cabin crew.
- Temporary base transfers during the period when the flying schedule it is not full in PMI (example 2 weeks other bases based during march, april, october, and november)
- Changing the duties configuration to operate triangles duties from PMI (example instead of PMI-MXP-PMI, try PMI-MXP-NAP-PMI) so the flying hours are maximised.

- Set a max number of SBYs per month, and if exceeded crew are paid for them so they can ensure an income even if they do not fly.

2. HR related

Contracts in PMI are 8 months "fijo-discontinuos". That means that even if we are permanent from the company point of view we are unemployed during 4 months. Crew cannot ask for unemployment benefits every year (they need at least 12 months worked to enjoy a 4 months unemployment benefit) so in real life they only have "paro" every two years. That means that during winter they do not have any income and the years where we are entitled to have "paro", "paro" it is as average of 800 euros a month.

The working opportunities in Mallorca are strongly linked to the summer season. When the summer season is ended the working opportunities are almost unexistent. Also if crew consider going to another airline during the winter they are blocked as most of the airlines are considered as direct competition for easyJet.

With all that in mind some possible solutions could be:

- Extension of the contract to a 9/3 format. It seems there are real taxes deductions for companies that uses that fijo discontinuo structure so it could be more advantageous for easyJet. Flying in other bases during the starting and finish of season could be considered. With a 9/3 contract after 2nd year crew would have unemployment benefits every year so they could ensure that income during the winter.
- Assess the option of a partial PMI base opened during the winter: flights that already are operated to/from PMI done by PMI crew. With that in mind consider the option of a 10/2 contract fijo discontinuo wich it is legal in Spain (the option of 10 months salary split in 12 months it is not legal but a 10/12 fijo discontinuo it is legal (we have confirmed that with the legal department))
- Consider option of paying basic salary or partial basic salary during winter period.
- Crew leave positioned 100% by crew so they can place them at the start and end of the season and maximises their flying opportunities.

3. Living in Mallorca and mood of the crew related:

As discussed in the 28th meeting Mallorca it is an expensive place to live in. Palma de Mallorca it is one of the most expensive cities in Spain.

Housing in Mallorca is very challenging. Most of the apartments are rented to tourist in an Airbnb format. The few available places are expensive and prices are growing in a dramatic way (21,1% increase in 2017 and 12,5% in 2018). If the crew only rent during 8 months they have to pay the next season the agency fee (which it is at least one rent month + deposit 2 months average). If they stay during the winter they avoid that but they have to cover that rent during those months.

Prices in the island are higher than in the rest of Spain just because it is more expensive to bring supplies to the island.

The mood of the crew has decreased rapidly since the opening of the base, their income has been reduced (1000 euros less year salary average from 2017 to 2018 even with the CLA application and retroactive payments in 2018, this year situation it looks much worse). The list of transfers request out of PMI has grown exponentially. And the bad publicity of the economical situation of the base it is spreading rapidly throughout the network so people are declining their transfers to PMI. Operation of the base it is assured this season but could be compromised from next season.

The housing allowance given to pilots (1500 euros to CP and 700 euros to FO) it is considered by crew as absolutely unfair. Even if it legal and it is the result of a commercial decision it is the most unfair decision because captains for example are living in 1500 euros/month villas for free (plus their 10000 euros salary/month) and cabin crew with a salary 10 times lower, they are given nothing at all, regardless of the struggling housing situation in Mallorca.

Other low cost model airlines such as Vueling for example, pays cabin crew apartments when based in IBZ for example.

Situation of the island and the seasonal contract are exceptional. Seasonal projects are important for the company and PMI it is the first one, if it does not works other seasonal projects could be compromised in the future

Possible solutions to this are:

- Set a housing allowance for cabin crew: proportional to our condition of cabin crew.
- Set a complement to salary due to the incredibly expensive situation of the island and the seasonality of the contract.

As you can see there are many possible options for fixing this situation. So far we know the PMI base is performing well in the company business model. We think that with a positive attitude, some flexibility and an open minded approach the situation of the base can change for good making the base model as fantastic as living in a place like Mallorca is. We would like to establish with you a meeting date so we can initiate that approach.

Kind regards,

Your PMI union representatives