

Dear Colleagues:

We would like to share with you the outcome of today's, 13th of June 2019, first meeting with the labor inspection regarding our report on commissions payment.

The meeting took place this morning at 11:00 in Madrid, it lasted around 1 hour and in it both parties exposed their positions.

We expose to the inspector that there was a total lack of transparency on behalf of the airline when it came to paying our commissions, employees had no way of verifying that their commission payment coincide with the final payment report as this last one was done in € and the one appearing in the supplementary payslips was only stated in £.

Attached to the initial report, we presented an investigation report in order to prove our claims which we will send to the airline tomorrow morning.

The conversion rate that is used is the daily one, and not the same as the one used for charging costumers.

Our CLA clearly states that 10% on sales should be payed to employees, something that is not happening due to the different exchange rates used by the airline.

The airline explained their way of acting, stating that there was no exchange rate change when calculating commission payment in € presenting a practical example in which calculation would match and in which the correct amount of commission was finally payed. In this example is worth mentioning that there was no intakes in £, which seems to be where the discrepancies occur as the airline currently is using the daily exchange rate to pay us.

The labor inspector after listening both parties referred us to take the discussion to the joint committee meeting that will take place next 28th of June in BCN and to try to clarify and agree upon the exchange rates used.

The initial outcome from the inspection is a positive one, the inspector's view is aligned with ours; the employees should not take the risk of the constant fluctuation between €/£ values.

This reinforces our position and helps us in our future actions and claims.

The journey will be long and challenging, however we hope and are truly convinced of a positive outcome.

For further information or updates feel free to contact any of us.

Safe flights,

Your SITCPLA reps.