

Dear colleagues,

Thank you very much to all of you for your cooperation, it is great to have such a degree of involvement on your behalf.

As a result of the survey and your feedback we would like to expose:

1. The decision of accepting or not the T&C's presented by the company is an **INDIVIDUAL** decision, it's your **INDIVIDUAL RIGHT** and **ONLY YOU** know your personal reasons behind it and can evaluate what is best for you. The decision you take, regardless what it is **WILL BE RESPECTED**.
2. No matter which decision you take, if continuing with the ERTE or coming back to work if such case occurs, you will **ALWAYS** have **SITCPLA** to help you and support you.
3. The company's way of acting is **ILEGAL**, they cannot just erase your rights without consultation, that's why we have always been opened for negotiation and will always be for further discussion in a constructive and productive way, not by imposition.
4. SITCPLA, as a union, **MUST** defend its members interests and legal rights at all times in a responsible and appropriate manner, as consequence of this we will proceed as follows:
 - We will send in the next few hours a BUROFAX stating to the airline what they already know and have been told in the last meeting. That we do not accept the imposition on their behalf and that our members will always be protected by any means necessary.
 - We will advise them that we will, if we need to, report their actions to the labor inspection authorities
 - We will also ,if necessary , report to the labor department that accepted their ERTE their intentions and actions as they are showing no compliance with the ERTE agreement regarding the negotiation of T&C's for return to work , making last meeting a mere formality for announcing their measures.
5. The airline **CAN**, as they have, stablish their own return to work criteria's with very few options on a legal standing point. In this case choosing the Date of Joining the Company as solely criteria was a **unilateral decision** on their behalf.
6. There is no need for you to either explain your motives for not volunteering or add any additional information if you would like to do so. With the law in our side and the above measures, its more than enough to be covered in case of a legal litigation arises.
7. The cut off date for answering the airline, as it stands today, is the 27th of May 17:00 Uk time.

As always, if you have any doubts or queries please feel free to contact us at any time.

Keep Safe,

Your Union Reps.