

Sección Sindical easyJet

28 April 2023

Good Afternoon everyone,

Following on from our communication last night, you will more than likely have now seen the CLA text shared by USO to your company email. We encourage you to take a look through it.

We want to confirm the following assemblies where we will be available to answer any questions and to brief you on the main points of the CLA that have been negotiated.

- Tonight 8pm [Link here](#)
- Saturday 10am [Link here](#)
- Saturday 4pm [Link here](#)

Of course we also want to take the opportunity to clarify and explain our position as to why the pre agreement remains without our signature.

For those of you not available to meet at these times, we remain available to answer any questions via the Sitcpla contact number or contact any of your reps across the 3 bases.

We would also like to outline below the following main headlines from the CLA to provide some context and enable you to have the opportunity to prepare any questions for the team.

- All improvements outlined in the Pre agreement from July

Aside from this, improvements have been made in the following areas:

- Travel expenses for medical check
- Introduction of an escalafón for times of conflict
- Probationary period for CM uprankers
- Lifestyle part time in seasonal bases
- Transfer priorities to those within Spain
- Recognition of pareja estables in times of compassionate needs
- Calculation of sick pay from October 2023
- Voting rights for crew living away from their home country
- Clarity on Authorised absences

We have made some improvement in the wording and updated legislation in areas such as:

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- Health and safety
- Equality and discrimination
- Rights to work in Spain
- Joint responsibility of managing hours worked outside of easyJet
- Notification of extension of contracts
- Changing between contracts

To share our position as to why we haven't signed the pre-agreement is because, in our opinion, the new wording proposed by the company relating to vacation, WDO, GDO and reductions in working hours for legal guardianship (articles 30, 31, 32 and 35f) is a setback in the rights of workers in the company with part-time contracts for reductions in working hours for legal guardianship.

While the company is promoting this as an improvement to conditions, we believe that the 30 days of leave is their right and by attaching conditions to this policy such as removing WDO's and allocating a part of the leave, it imposes unnecessary limitations that could discriminate them from their colleagues.

SITCPLA defended the position during the negotiation that these articles of the current Agreement should not be modified.

We appreciate there is a lot of information to digest within a short time frame to process.

We hope to see as many of you as possible over the next 2 days.

Best regards,

Your SITCPLA Reps