

2nd February 2024

Performance Shares

This week, we discovered that UK Cabin Crew received a communication from Lisa Bailey in December informing that performance shares will be awarded this year due to the great performance of FY23.

In Spain and across Europe, unions have not been briefed on this decision and we have asked for an explanation from the company as to how and why this announcement has been made without us being made aware.

It's a question we have raised many times in response to our members asking us to and we have been repeatedly told that no decision has been made as yet, therefore we were surprised to see Lisa's message.

We expect further clarification on this very soon.

Joint Committee

When the company posted job adverts last week for the PSM position it raised some doubts with us about compliance with the processes laid out in the CLA.

As you know, last year the company recruited Seasonal PSA's in Palma and Malaga along with recruiting a group of CTI-F's from across the Spanish bases.

In the 2nd Spanish CLA, we changed the wording of Articles 27 and 28 to give more security to the roles of CCLT, CTI-F, Up Rank CM and PSM as in the past the company claimed these 'roles' were in fact only temporary add-on responsibilities.

These 'additional responsibilities' attached to the roles ARE however legally considered to be a substantial modification to the role of FA or CM and as a result individuals in these roles are protected by the CLA in the event that the company decide to make changes to the organisational structure.

We believe that seasonal PSA's should not be placed in a position where new applicants from across the whole network could be appointed to replace them in the position that they have held already for more than 6 months.

Likewise, we are reviewing the contracts issued to new CM's and the existing CTI-F's because we have reasons to believe that the company are still failing to comply with the CLA.

As a result, SITCPLA have called a meeting of the Joint Committee whose role it is to ensure that

the CLA is adhered to. We will meet with representatives from USO and the company to discuss and ultimately vote on whether there are grounds to challenge the company's handling of this situation.

Sales Champion and Brand Ambassadors - Alicante

The company have asked us to share amongst our members that emails are going out this week to crew on the ALC list because ahead of the base opening, they would like to recruit the above positions.

Take a look on the jobs pages if this is interesting to you.

IRPF January - Seasonal Bases

Some of you have received an email from HR explaining that tax applied on the January payslip had to be the same rate as that applied in December due to the rules around your inactivity period. We are going to query it at payroll meeting on 15th February as for many of you it is high.