

17th of December 2024

### **Issues Affecting Spanish Bases**

Today, BCN-based crew received an email from Nelma Machado responding to the collective concerns we raised about the different problems faced in Spanish bases this year.

The company explained that they have prioritised the problem of low flying hours above all others and have studied relevant data from all bases. At the moment, their biggest concern is January-March 2025 in BCN, which is projected to suffer a significantly low flying schedule. As a result, they are giving BCN crew a discretionary top-up payment of €350 during this 3-month period. They refer to this payment as a temporary “plaster.”

We must make it clear that we are not supportive of this measure focusing on only one base, neither the outcome we wanted nor approve of. We have already communicated our feedback on this point, but the company has made it clear that this is not a negotiation but an offer they are unwilling to reconsider. Additionally, they reminded us of their position “that the Malaga base already received support earlier this year when they also experienced extraordinarily low levels of flying.”

We have also challenged the company on whether the entire community would be receiving communication on this topic and their position. To this, we were answered, “not at this stage.”

While we acknowledge this gesture towards BCN, we are disappointed and frustrated that the compensation is not extended to all bases, where various issues have arisen throughout the season. Our expectation was for a proposal that recognizes the entire community and the collective challenges faced during 2024. We remain unconvinced that Kenton and the leadership team have fully addressed our concerns, and we demand assurances that preventative and improved measures are firmly in place for the year ahead.

This situation strengthens our resolve and adds weight to our position in the CLA pay negotiations. The basic salary in Spain must see a significant increase to prevent this issue from recurring year after year.

### **Leave/GDO Bids**

Leave bidding results are expected to be released tomorrow. The open phase will be 22nd January (**BCN**) and 23rd January (**AGP, ALC, PMI**)

GDO release for April-August will also take place this Thursday 19th at 3pm Spanish Local.

### **Christmas/New Year**

We’ll take this opportunity to wish you all a very Happy Christmas and New Year. We hope you enjoy the festive season.

Feliz Navidad!  
SITCPLA