

CALL FOR ELECTIONS TO THE BOARD OF DIRECTORS OF SITCPLA DECEMBER 9

Madrid, November 9, 2020

Dear colleagues,

After the postponement of the elections to the Board of Directors, which should have been held on October 6, due to the restrictions on mobility imposed by the authorities due to the pandemic, **the Electoral Commission, after having consulted with the authorities the possibility of holding the elections under a state of alarm, and having received an affirmative response, has decided to continue with the electoral process.**

The Secretariat of the General Directorate of Public Health has informed us, in writing, that **even if the elections were to take place under a state of alarm, "this celebration could be accommodated according to section b) Compliance with labor, professional, business, institutional obligations or legal, of article 5, Limitation of the freedom of movement of people, of RD 900/2020".**

Thus, once the full legal coverage for its celebration has been established, **we notify you the call for elections to the Board of Directors of SITCPLA, which will take place on December 9, 2020.**

UPDATING AND PUBLICATION OF THE ELECTORAL CENSUS FOR YOUR CONSULTATION FROM TODAY

We also inform you that, **given the time that has elapsed since the previous publication of the electoral census, on July 10, we have proceeded to update it**, in order to guarantee the right to vote of all affiliates up to date with payments on the date of publication, today, November 9. As it is established by the union statutes.

You have the census at your disposal for consultation at the union headquarters, calle Alaró 3, Madrid (near the Barajas hotel). However, **for your convenience, you can check your inclusion in the census by sending an email to electionsjd2020@sitcpla.es** from the email address that you have communicated to the union, in order to verify your identity. Against this census, the statutes establish a challenge period of 2 business days.

ELECTIONS PROCEDURE

The vote may be cast in person, by proxy or by mail. **Following the recommendations of the health authorities to avoid travel as much as possible, we advise you to preferably use the vote by mail.**

- Personally: On election day, from 10 am to 8 pm, depositing the envelope or ballot established by the Board of Directors in the ballot box established for this purpose at the union's registered office, once the voter has been identified. The union's headquarters is located in Barajas, Calle Alaró, 3, bajo.
- By proxy: Providing the member representing the voting slip, in a sealed envelope and providing a photocopy of the D.N.I. of the person he represents. No voter may hold the representation of more than two members for this act.

- By mail, sending the ballot in a sealed envelope, with a photocopy of the DNI aside, to the union's address: Calle Alaró, 3, bajo. 28042 - Madrid. Only the votes that on the indicated date would have reached the power of the Board of Directors, before 20:00 hours on the day of the elections, will be counted.

The system of elections to the Board of Directors is as follows:

The president and members of the Board of Directors will be chosen by a system of closed and unblocked lists.

The term to submit candidacies opens today, until November 19 at 3:00 p.m. The lists must be published a minimum of 20 days before the elections. Once the candidacies that are presented have been published, you will receive at your address all the necessary documentation to vote by mail.

The electoral lists will be headed by a candidate for president who will be from the company with the largest number of affiliates in SITCPLA, which is currently Air Europa.

Each candidate for president will head her/his list and then, in alphabetical order, will appear the names of the candidates of each company for members of the Board of Directors.

From these lists, each affiliate will mark candidates up to the maximum number of members corresponding to the company in which they work, in the cases of Air Europa, Iberia and Ryanair:

- **Air Europa:** the voter must mark a **maximum of 3 candidates**.
- **Iberia:** the voter must mark a **maximum of 3 candidates**.
- **Ryanair:** the voter must mark a **maximum of 2 candidates**.

The Board of Directors will be made up of the elected members and each of the section heads of all the companies, so that all sections are represented on the Board of Directors. Therefore, the affiliates of companies other than those mentioned above, will introduce the ballot without marking candidates, since **their representatives on the Board of Directors will be directly their respective section heads**.

After the results are obtained, the candidates who obtain the greatest number of votes will become members of the Board of Directors, the remaining ones remaining as substitutes. The mandate of the elected positions will be for periods of four years.

We want to highlight the importance of your participation. All SITCPLA affiliates should exercise our right to vote, we have three ways to do so, and a period of one month to find the most appropriate option to exercise it, although we insist that, under the circumstances, **voting by mail is the most responsible option**.

Your involvement is important, your vote is essential. Participate and vote!

SITCPLA - Electoral Commission