

NEXT STEP IN THE FIGHT FOR OUR RIGHTS: MORE FIGHTING!

Dear fighters,

Since we first set up the Ryanair union section at SITCPLA, less than a year ago, we have come a long way! And everything that we have done so far, it is entirely due to your support, your involvement and your commitment. This is the first thing we would like to do: **say a big thanks to you for it all!**

Starting from scratch, some of us had the crazy idea of setting up a union inside the company whose boss said that rather the hell would freeze over, than have unions in it. On July 21st, 2017, we knocked at the door of SITCPLA, where we found some other crazy folks that encouraged us just to do it! We found not only nice words, but also their support and commitment, to the extent that some of them embarked in our tour around the bases to explain the project and, when the time came, even became members of the strike committee! We would like to thank them all too!

The affiliation began to grow, fast and steadily, and only three months later, **in October 2017, we launched the Ryanair union section.** We kept on touring the bases, gathering forces for the fight to come. Because our force is you. Only a few months passed, and we found ourselves in Eastern with our SNPVAC colleagues in Portugal, supporting the first ever cabin crew strike in Ryanair. We were not alone. Fellow Ryanair cabin crew flew from other countries to make clear to the management that the fight for our rights had begun, and that it would be European wide, as it came to be!

Networking was done, opinions were shared, hands were shaken and some of the cabin crew union sections who were starting to mushroom across Europe finally met again in Madrid, on May 28th, where the cabin crew from four countries decided to call together a strike. At the same time, **we started talking with the airline management, seeking formal union recognition, and that Ryanair abides by the Spanish national labor law,** among other things that you perfectly know. In our meeting in Lisbon, on April 24th, we fixed a deadline: if by June 30th the negotiations with the management didn't move forward, we would meet in Brussels, as we did on July 5th, and would take the appropriate measures to encourage the airline to reach an agreement.

Given the strength of our rival in the negotiation table, **the approach had to be European to make sense.** As you can imagine, it wasn't that easy to harmonize the different views and legislations from so many different organizations and countries. Nevertheless, we managed to call a strike in four different countries on the very same day, July 25th, and in three countries the next day.

We consider that the strike has been a success, for many reasons. First, because it happened! The Ryanair cabin crew across Europe really needed to stand up and say: "We had enough!" Our voice has been heard, loud and clear, and the public opinion has been overwhelmingly on our side. Which is not easy when you strike in an airline in summer and spoil people's holidays... The management policy, menacing its crews with lay-offs, has backfired, and together with the cabin crew strikes has triggered the pilots' unions unrest, announcing more strikes across Europe. The Ryanair share has plummeted in the markets and the management has serious problems dealing with the situation, which is already beyond his control. **Fear is changing sides!**

A war was needed to abolish slavery, because the landowners wouldn't surrender voluntarily its free workforce. It is by no chance that one of the agencies bears this name. And a war is being needed to end slavery in Ryanair as well. Our management wouldn't either surrender its privileges voluntarily, we will have to snatch our rights out of their hands! But we will have to be smart to reach our goal. In a conflict, you must balance pressure and negotiation.

The recent meetings at the Ministry of Labour in Spain have been useful, although we haven't reached an agreement yet. After more than 30 years without union pressure, you don't turn back the tide so fast. But the involvement of the administration officials, who are pressing Ryanair to come to terms with its employees, has been another success on our side.

We will evaluate the situation after the August truce that we have agreed upon with the other parties in conflict. We will need to balance pressure and talks, each at the right moment. But we can all be sure about one thing: **after the strike, we are stronger now**. Stronger to fight for our rights, because along History the workers' rights have been the result of fighting.

Now it's the time to gather more forces, spread the "blue tide", and get ready for the next step in our fight. We will keep you updated!

And once again, we thank you for your support and participation in the strike. Nothing of all this would have been possible without your deep involvement. **Our goal is nearer every step we take.**

Your SITCPLA reps.