

UPDATE ERE MEETING - 25/10 - 1st Part

En Madrid, a 26 de septiembre de 2019 // Madrid, 26th September 2019

Estimados compañeros // *Dear colleagues,*

Yesterday we met the 3 companies, together, for first time.

TOPICS COVERED:

0- Doubts about the procedure followed by Ryanair.

1- External inform justifying the closure of the bases

2- Mandatory Company Plan to minimise job loses.

0- Pilots and cabin crew lawyers have questioned Ryanair about the procedure followed by the company. There are some doubts about the legality of the process and about some mandatory steps not followed correctly by Ryanair (i.e. Mandatory workers report about the procedure not asked, not done and not included in the ERE documentation. Mandatory plan to help dismissed workers to get a new job has not been specified. Company responsible for offering help to dismissed workers not mentioned in the documentation given last meeting, no actions specified and duration of the Plan not mentioned).

List of workers over 50 years old not provided, names of crew affected by this process do not correspond to actual current reality, plan to minimise job loses not provided. Questions included in the last meeting have not been answered yet, among others.

1- We have reviewed the report, made by an external company, justifying the closure of the bases, but not in detail, as Company representatives didn't arrive and only their lawyer was present in the morning. Company representatives arrived at midday. We found some discrepancies on that report. The original, included in the ERE Documentation was not signed and the dates were wrong. Today the company has given the same report but with one additional page including the signature of someone. So the first page of the document is dated on the 18th of September and the last page signed and dated on the 24th of October. But the report didn't include who is that person signature and the position/rank or the department where the person who signed is working for.

Yesterday we have discovered that Ryanair didn't comply with current legislation and they didn't register the ERE documentation in the Ministry of Labour, on the same day that we had the first meeting. They registered the Documents 2 days after. So the ERE negotiation process will finish on the 17th of November and not on the 15th of November, as it was supposed to be.

2- Plan to minimise job loses: Ryanair didn't provide any plan at all. So there is no criteria to choose people either for transfers or for dismissals. Ryanair only told us a list of bases available NOW / TODAY, to receive workers. Ryanair also said that many people are getting transfers now, some other bases are closing, so they don't know if the bases given today will be available for us.

They were not able to establish the exact number of transfers available per base/rank or the conditions of the transfers, or the new job conditions in the subsidiary companies, such as Buzz, Malta Air or Ryanair UK. The company has promised us to bring all numbers and a proper plan to minimise job losses on the October 30th meeting.

Bases available NOW/TODAY:

- CSS: LTN, MAN, PRG (Buzz), TLS (Malta Air)
- JCSS: BRS, LBA, LTN, MAN, PRG (Buzz), TLS (Malta Air)
- JU (FR): LBA, MAN, PRG (Buzz), TLS (Malta Air)
- JU (agencies): LBA, MAN, HHN.

We have questioned Ryanair about post BREXIT necessary permissions to live and work in UK, but they don't know anything. We asked them how can they offer bases in UK if they don't know if we will be able to live and work there – they didn't answer to us.

We have asked for:

- The list of crew transferred since 23/08, list of Instructor courses planned/held or to be held since 23/08, new conditions offered in Malta Air and Buzz for us, if they will keep our salaries or seniority, if they will compensate the people getting transfers, and some others. They have promised that next meeting they will bring all numbers and details.

The most important thing is that Ryanair has said that all people transferred to subsidiaries (Malta Air/Buzz) will get new contracts of employment with the conditions of the subsidiary, without giving more details.

CONCLUSIONS

- 1- We have found many reasons to get all this process invalidated.
- 2- The Company is not complying with Art 51 of Spanish Workers' Statute. Intervention of the Spanish Directorate General for Labour will be requested next week by unions. In order to get an impartial witness able to verify and avoid all potential illegalities on this process.
- 3- The Company has played with the workers and is not providing the accurate information as they have to do. There is no currently a Plan to minimise the job losses on the table to be discussed and half of the negotiation period has gone already.
- 4- There are many things to be agreed and we will not have time to cover all of them in the 30th of October, more Meetings have been requested and Company will answer to everything on the 30th.

The meeting was very long and many things discussed. We have tried to summarize everything. More details to come on next UPDATE.

In the mean time, if you have any questions please contact us.

Sección Sindical USO Ryanair

Sección Sindical SITCPLA Ryanair