

## JOINT UNION MANIFEST, RYANAIR GROUP (Ryanair, Lauda Europe, Malta Air, Buzz)

23/10/2020

The undersign unions are aware of the difficult situation in the airline industry. Ryanair Group cabin crew salaries are among the lowest in the industry and are often only just enough to reach the end of the month. **The Ryanair Group wants to reduce these wages in more than a 10%. This is not acceptable to us!**

Ryanair Group publicly states they hold one of **the strongest financial position in Europe** and sufficient resources to get through this crisis, that is why we demand that **the great benefits that workers have generated for the Ryanair Group**, now revert to **maintaining working conditions and not in cuts**, that managers set an example as leaders, instead of continuing to maintain large bonuses in moments of weakness of their workers, and that the state aids received in many countries by the Ryanair Group, are not answered with collective dismissals.

**It is not up to the workers**, who have already lost a great deal of income due to the various systems of temporary unemployment, unpaid leave and reduced sales revenue. Ryanair Group Management should look after their workers, protecting them rather than focusing on their own executive pay and bonuses, setting an example as leaders. The state aids received in many countries by the Ryanair Group, must be used to protect job security and not to support or facilitate collective dismissals.

The undersigning unions publicly manifest the following to the Ryanair Group:

- 1.-**Opposition to the continuous anti union attitude** with the aim of confronting the workers with the unions who protect them;
- 2.-**Opposition to the attitude of imposing company decisions directly on workers**, who does have no other option than accepting them, under penalty of disciplinary actions and dismissals;
- 3.-**Opposition to the well known Ryanair Group's technique of discrediting all the unions** who demonstrate any type of discrepancy with the company decisions, to make the workers weaker, with the sole objective of forcing a result favorable to the company and against the interests of the workers.
- 4.-**Opposition to the growing self-employment tactics to avoid unionisation** in the Central East of Europe aiming at larger no union environment against union environment within the Ryanair Group.

**The Ryanair Group has been unable to reach agreements** through collective bargaining in many countries such as Spain, Belgium, Portugal, Germany, Czech Republic, Romania, Austria, Poland and in other Countries, like Italy, they have agreed on salary cuts only with the "company unions" sentenced by an Italian court of justice.

**The Ryanair Group constantly loses in court** and is fined by the National Labour Authorities not to follow the most basic national laws, but the company blames the unions of what the judges and labor inspectors told them is not legal.

**Stop creating false enemies to justify the inability of the Ryanair Group to reach fair agreements. Start negotiating, stop imposing.**

