What we have done

At the beginning of the year we created the Local BCN Work´s Council, in which we represent 5 out of the 9 members. By working inside the work´s council we have created, and are part of, the *Health and Safety Comite* and the *Permanent Payroll commission* with which we keep a constant supervision of all incidents regarding payroll.

Payroll has been one of our biggest time-consuming issues in which we have had more incidents.

During this time, we have assisted in over 40 individual cases, all of them with a different nature such as:

- Wrong taxation of sectors when working out of base
- Issues with the Save as you Earn schemes
- Correct application of IRPF
- Underpayment over sickness periods
- Concept of Adjustment inside the payslip

In order to help you with this we created the *Payslip calculator*, which has helped you detect possible discrepancies in your payslips. We are happy to announce we are working on a new version that would look much more like the current payslip provided from the airline.

We have constantly monitored the recurrent issues with payroll, raising every single issue we had, and legally studying certain cases in order to take legal actions. At this point this has not been necessary however initial actions were taken to put an end to these problems.

Thanks to out consistency we have managed to make the airline react, they have *hired a payroll specialist* for Spain to who all of us will have direct contact to reduce waiting times and improve the service. We will, as we have been doing since the beginning, keep monitoring the payroll situation and we will act as we have done before if we think we have to.

As well with great efforts we have received the commitment from the airline to provide access to our employees to a detailed explained payslip in cases of adjustments.

Assisting our members

On top of all, SITCPLA has actively assisted our colleagues in all kind of matters and managed to, one step at a time improve our initial working conditions.

We provided you with a local, English speaking Tax *Consulting Agency*, to assist you with the tax campaign

We managed to get a *local Spanish phone* number to call crewing and eradicate international phone charges

We helped introducing the **new crew food** on board, something which is still under review as although the quality has improved it still raises some concerns.

We have helped our ex-frenched based colleagues to receive a **backpay** from when they were based there. We used our legal resources and even had contact with European Union labour and social representatives to help us in this case.

We have assisted in the request of **childcare part time**, looking into local legislation and pressured Easyjet to accommodate their network policies to Spanish law.

We managed to come into terms with the airline regarding a **Career Break** (Excedencia) to which initially they were very reluctant to grant and to which they wanted to apply their own protocol.

We have accompanied colleagues to claim back to the social Security, helping them with both legal paperwork and language barriers.

After some really hard and stressful months of hard work our colleagues in PMI finally got their paperwork sorted out, without which the consequences would have been really outstanding as they would not had been able claim the social benefits that come with their seasonal 8/4.

During the year we introduced and handed to you a **FTL´s booklet** that helped as a quick reference guide.

We followed all the necessary legal steps to increase our leave days from the current 25 to 30. We are constantly monitoring this situation for any updates.

As part of your feedback we created the Sitcpla newsletter, we are available 24/7 through the different channels, such as emails, Facebook or phone.

Being part of SITCPLA means being part of the ETF, European Transport Federation, which helps us increase our knowledge and gives us tools to tackle our industries common problems under the EASA regulations. At the same time, we are working with other Easyjet European unions to achieve common strategies for everyone's benefit

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Looking into the future

For the upcoming months we have several topics in which we are currently working which include the resolution or further actions on the 30-day LVE challenge, the improvement of the payslips by removing the concept "Cta. Convenio" which is being used randomly by the airline and could have negative implications for us in case of mortgages, credit scores etc. As well to finally get the monthly wages payment to appear as "Nomina" instead of "Transferencia" in your bank accounts that would trigger in some cases special benefits from your banks. Never forgetting the over taxation in certain occasions for those of you who are in a 10/12 based contract.

We are in direct contact with the rostering department to keep working on a fair Christmas roster pattern that would take into account the special conditions in which we work in Spain, having to operate during the entire Christmas period.

And finally, our most challenging and motivational topic which is with no doubt he negotiation of the 1st ever Easyjet Spanish CLA which will mark the future of our working conditions for the current and, if applicable, future Spanish bases for at least the next 4 years. Believe us when we tell you that an outstanding number of working hours are being put into place to achieve the best possible deal out of it.

Constant meetings between union members are being held nonstop during the past months and will continue to happen until the finalization of the negotiations, all this without leaving aside our responsibilities with our day to day issues and our European commitments with the different groups to which we belong to.

Finally, we would like to keep encouraging everyone to continue to participate in all of our surveys and to give us as much feedback as possible, remember that being part of SITCPLA allows you to be heard and participate in the decision making of your working conditions.

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