

Dear colleagues,

In this Union Action Report you can find all of what we have worked on during the last year, as well as what we are working on right now, looking into the future.

What has happened in 2018?

Implementation of the CLA

During this year we achieved a mayor milestone by finalizing the signature of the 1st Spanish CLA. After 1 year of hard negotiations, last 29th of October the CLA was signed with the outstanding support of 75% of our affiliates in our general assemblies.

It is important to remember that we started from scratch, from the Spanish “Estatuto de los Trabajadores” and the FTL (Flight Time Limitations). Thanks to the CLA, we have reached major improvements in our working conditions, and also consolidated in this legal document our previous entitlements.

This means that our status has passed from working under the bare bones of the Spanish and European legislation, and the manuals dictated by the airline management, to a new frame: the CLA, a legal text under the Spanish law, that has been agreed upon by SITCPLA and the management. Any future change to the actual statu quo will have to be negotiated, which means the end of unilateral decisions regarding our pay and working conditions.

We would like to remind you some of the key aspects we achieved with this CLA, which are now part of our working conditions and which **EVERYONE** is benefiting from:

➤ **Regarding Leave**

- Increased from 25 to 30 days of LVE entitlement for BCN crew, and from 17 to 20 for PMI, a long term demand that was finally achieved.
- Back pay for the last two years of LVE. ALL of the Spanish cabin crew received what they were entitled to economically since the first Spanish base (BCN) was opened.
- For every FA that opened BCN this meant 859,95€, for every CM, it meant 1118,95€.
- We ensured to keep our WDO, inclusive for our part-time colleagues.
We increased the LVE payment from 2 to 2.5 nominal sectors.

➤ **Life style**

- We managed to agree with the airline management to provide part time patterns for our BCN colleagues. And we are proud to say that everyone that asked for it has been offered it.
- We managed to convince the airline management to accept the possibility of our Spanish crew to work for a wide range of airlines around the world as cabin crew, keeping their jobs, something that previously was a total headache and close to impossible. The “excedencia” process is now simpler and clear and some of our colleagues have already enjoyed the benefits of it.

➤ **Sick pay**

Sick pay was considered between the 3 major problems we suffered in Spain. We have consolidated a strong and fair sick pay, that ensures the protection and welfare of our crew whilst sick, ensuring that their major concern will be to recover and come back to work fully fit, something that sadly was not happening. We must add an extremely important aspect: all transfers into Spain are fully covered by this agreement, regardless the time people had been active under a Spanish contract. Prior to the CLA, you needed to have worked 6 months in the last 5 years to receive a minimum coverage by the Spanish social security. We have colleagues that have received over 3000€ on sick pay benefits, when previously they would have received nothing.

➤ **Social Benefits**

The EZY cabin crew staff in Spain has a young average. Being able to remove stress and financial issues from the equation when looking into having kids and building a family was primordial in our negotiating goals. As a result, we managed to protect financially everyone that was going to go through that journey. Some colleagues will receive 1800€ instead of 1300€ thanks to this new social package.

➤ **Pay Increase**

Although many concerns had been raised, our pay increase during the next years is higher than what the IMF (International Monetary Fund) is expecting for Spain until 2022, when we will have to sit down and renegotiate a new pay deal, with a clear objective of raising our fix income.

All of the above makes us very proud. The cabin crew community is enjoying an improved working environment. All of us together, we have improved our working conditions exponentially and we will keep on that track towards the future.

Reporting to the Labour Inspection

Through 2018, we had several cases that had to be reported through our legal department to the Labour Inspection.

Well known are the cases of colleagues not being registered properly. Our legal department reported this issue, with previous authorisation or the affected members, to the competent authorities. We have confirmation that the airline has been issued with a severe fine, and that the cases are still being looked at by the Spanish authorities in order to regulate the situation.

We have also reported several incidents regarding health and safety, such as fume events in our planes, or the poor services provided by our MUTUA when it comes to work accidents, the outcomes of these reports are still ongoing.

We are taking the airline into court for unfair decisions towards our colleagues, hoping for the most positive outcome, once the process is finished.

Payroll

- 10/12 Contracts:
We managed to eradicate the 10/12 contract. All of our crew were offered full time contracts, and for those who wanted to stay in a 10/12 pattern, they were issued with individual roster schemes. The company ceased to ask for the money back to the colleagues who had enjoyed their months off. In some cases this meant around 1.000 €.
- Payslips :
Trough 2018 there was a chaotic situation with the Spanish payslips. Therefore, we issued a pre-strike warning to easyJet in order to improve the service we were receiving. As a result, the company hired more people for the payroll department, and although we must admit that the number of cases have been reduced considerably, we are still claiming to the airline over 5000€ on incorrect payments.

Looking into the future

We have a challenging year coming up:

- **Full implementation of the CLA.** We will constantly overwatch the correct implementation of the CLA and will create the joint committee with airline representatives to discuss possible discrepancies.
- **Reduce the time of response from the airline when answering our demands.** It's a fact that the process that takes to solve any issues with the airlines management is way too long in time.
- **Internal SITCPLA-Easyjet regulations.** We have taken notice of your feedback and are updating our internal regulations, clearly stating our rights and responsibilities as **union members** and **union representatives**. We will present them to you very shortly.
- **New Union Reps.** As part of the transitional period, we are looking forward to incorporate new union representatives, for both PMI and BCN bases.
- For the BCN base we are preparing the partial elections for the works council.
- We are attending several meetings throughout the year with all the easyjet European unions to find common goals and share information to increase our strength.

Safe flights,

Your union reps.