

Dear colleagues,

We recently finished today's meeting with the airline. There are 3 different topics of which we would like to update you on.

Business update

There has been very little changes from what we already know (No flying in June and a constant review of July's operations).

SEPE Payments

As we all know, there are still many of us are still not in the SEPE's system. All the paperwork was sent according to requirements. This registration, once in SEPE's hands was meant to be done automatically, however due to the outstanding number of petitions there are being severe delays in updating of employees data and some IT issues are occurring. This **does not** means that our registry will not be processed, it means **it has to be done manually** by a civil servant.

The airline will send us an email asking for those who are still **NOT** in the SEPE's in order to resend your data to the authorities to speed up this manual process.

Also, just to remind you, in case of any mistake in your specific situation, please send an email to Filipa and Helena (copy to us as well) with your doubts and issues, in order to be aware and follow up the procedure used by the company.

Return to work

The airline has presented its document with what was meant to be the airlines proposal for the T&C's for the return to work.

These proposals clashed directly with our legal rights in many ways, making us resign many of them, not only the ones accomplished in the CLA but fundamental ones by Spanish Law. Initially, and with no hesitation, our answer to this proposal was **NO**.

Understanding the exceptional circumstances in which we are, and the many different personal situation of every individual, we believe it would be your right to express your opinion on this terms and so we informed the airline that we could not agree to the proposal but that we would pass it through to our members as we could not take possession of peoples individual rights.

The airline announced then, that they are going to send the email for volunteers tonight with these same T&C which none of us agree upon. They just ignored everything we have told them, leaving no margin for negotiation whatsoever imposing their criteria regardless of our feedback.

We understand that we need to be flexible, and we all have to be constructive in this critical times but there are red lines that should never be crossed.

The airline whilst stating that people can put their name voluntarily in a back to work list or not are forcing those who return to work to **Resign of their GDO/LVE&Resign of their P/T (if applicable)** for the next **3 months** regardless their personal circumstances.

In a last minute turn, after the meeting had ended, the company has decided to **respect the Part Time** for those employees under this circumstance, but still wanted us to give up on our rights on the GDO and LVE.

Our criteria's have always been the same since the beginning, we wanted the most fair process for everyone and wanted to have into account various elements as we always explained to you. Airline has decided that the only criteria to take into account would be the **starting day in the company**.

Comes without saying we are already in touch with our legal team and **WE WILL TAKE ALL POSSIBLE LEGAL ACTIONS** to preserve our rights, and so we have transmitted to the airline.

We will get in touch with you shortly with a brief questionnaire to evaluate your current thoughts and opinions

As always, if you have any doubts or queries please feel free to contact us at any time.

Keep Safe

Your Union Reps.