

22 September 2023

### **Payroll Meeting**

We had a meeting with payroll on Wednesday regarding the new fixed personal AVP (Average Variable Pay) figure which will be paid during periods of sickness according to the new CLA.

The implementation date should be October 2023 and the purpose is for you to all have an individual AVP figure which will be an average of your personal variable pay over the previous 12 months. This will then equate to a daily rate that you will be paid for every day of sickness that you have in the following year.

We met to clarify the guidelines and to work together to provide clear information for the crew community ahead of the launch.

Currently the company cannot confirm where your personal AVP figure will be displayed. The proposal is to make this information available in Workday. They are coming back to us on this.

They cannot also confirm the provider is ready for an October launch. They also are reverting back to us on this point.

At this stage maternity, paternity and adoption will still be paid using the 12 month average as previously done.

We will share more information over the coming weeks as the company finalise the new system which we believe will make understanding your sick pay much simpler going forward.

### **Spain Country Brief**

Many of you attended the briefing on Monday with Javier Gándara and the country management team. For those of you who couldn't attend some of the main points discussed are below:

- Spanish domestic market remains something they are continuing to assess (considering new IT system to allow residents / large families discounts).
- They are committed to exploring the winter sun market (including Canary Islands) in the future.

## Sección Sindical easyJet

- Current aircraft ratio in BCN and AGP will not change.
- All Spanish bases are performing within expectations being PMI and BCN above company range.

Wishing you a great weekend,

*SITCPLA Reps*