

14th of July 2025

Dear Members,

We want to update you on the outcome of today's meeting with the company as part of our ongoing CLA negotiations.

Unfortunately, this meeting -like those before- was yet another frustrating and unproductive encounter. Once again, company representative Javier Gandara was absent. Although those present claimed they had full mandate authority to negotiate and close a deal, they failed to present even a single counter-offer, suggestion, or indication of willingness to engage meaningfully.

While we did not table yet another counter-proposal today, we made our red lines clear and outlined the key areas where real progress must be made. We asked directly: *What area do you propose we work on to open genuine dialogue?* Their response: silence—followed by the same recycled monologue about us needing to improve our proposals.

This was not negotiation. It was a one-way performance, lacking dialogue, substance, and any real willingness to move forward. They continue to demand more from us -facts, justifications, and refinements- yet consistently fail to bring anything to the table themselves.

Faced with this repeated impasse, we are now left with no choice but to escalate our voices once again. One would expect that a formal and public escalation may finally prompt the company to engage seriously and responsibly.

We note with respect and pride that our pilot colleagues -facing their own challenges- have recently secured a deal with the company. We stand firmly behind their success. But we also ask: where is the same fairness for us? The company has clearly found the funds and flexibility when it suits them. Why not for us?

We remain fully committed to achieving a fair and balanced agreement that recognises your work and your value. Your unity and strength will guide our next steps- and we will continue to keep you fully informed.

SITCPLA