

Dear colleagues,

We would like to provide you with a full update on the current state of negotiations, recent communications from the company, and our collective position going forward.

Recent progress in negotiations

Following the most recent strike call, the company cancelled the scheduled meeting on July 3rd. Talks resumed on July 14th with both SITCPLA and USO in attendance. However, once again, the company demonstrated a clear lack of willingness to make meaningful progress.

No new proposals were presented. No commitments were made. Only further evasions and the same absence of constructive dialogue we have been denouncing for some time.

As a result, and in full coordination with USO, we issued a new strike notice, which triggered the legal mediation process through SIMA (Interconfederal Mediation and Arbitration Service). Mediation sessions were held in Madrid on July 16th and 18th.

Although the company initially showed some openness, that quickly faded. Instead, they presented recycled proposals and a so-called “final offer” — clearly insufficient and far from meeting the legitimate expectations of cabin crew at Spanish bases.

International outlook: other countries are moving forward

What’s happening in Spain stands in stark contrast to the progress being made in other countries within the group:

- **United Kingdom:** Cabin crew have secured a seniority-based pay scale and immediate contractual integration, recognising experience and loyalty.
- **Spain (pilots):** Have reached a significantly improved agreement, proving that the company can act when it chooses to.
- **Switzerland, Germany, and France:** Have implemented structured pay increases and seniority-based progression systems, reflecting genuine respect for their staff.

The refusal to offer similar treatment to Spanish-based cabin crew is unjustifiable. We are not asking for privileges—only for **equality, recognition, and parity** with our colleagues across the group.

In response to Michael Brown's email (July 22nd)

Following Kenton's update last Friday, Michael Brown has sent an email addressing several "concerns." While we appreciate any effort toward transparency, several of his claims need to be clarified—and, in some cases, directly challenged.

1. Cost of living and low flying hours

Company's claim: A salary increase above inflation has been offered, along with a new standby payment structure.

Our response: What appears to be an above-inflation increase **does not reflect the real cost of living**, especially when factoring in housing, fuel, and regional disparities.

Unlike the UK approach, here the company refuses to consider cost-of-living indices, relying instead on generic inflation metrics. Moreover, the new standby payment scheme **lacks predictability and stability**, and does not address the underlying structural issue.

Cabin crew in Spain are frequently underutilized. It is essential to establish a **guaranteed minimum monthly income** and a **coherent shift planning model**. Together with USO, we proposed a clear, sector-based salary model to provide income stability. The company rejected it, citing supposed "software limitations"—a weak and unacceptable excuse.

Their offer to add one nominal extra sector over 5 is simply insufficient and fails to address the core issue.

2. Comparison with other markets

Company's claim: Pay must reflect local market conditions; cross-country comparisons are inappropriate.

Our response: This position **ignores the reality of a multinational company**, where all crew—regardless of base—contribute equally to the group's success.

Crews based in Spain operate high-demand, premium routes, yet are subject to low-cost pay structures. The company refers to a so-called "Spanish benchmark" when it suits them, but provides no verifiable data and never compares us to carriers like Iberia or Air Europa.

They selectively compare us only to low-cost operators to justify precarious conditions, dismissing any reference to fairer national standards. This is a **double standard**—and we will not accept it.

3. Profitability and Spain's financial position

Company's claim: Spain is underperforming and cannot support higher crew costs.

Our response: This claim lacks transparency and any verifiable data. No evidence has been provided to support it.

Meanwhile, the group's overall profitability remains strong. That success must be shared with those who deliver it every day. Investing in the fleet is important—but so is **investing in the people who ensure operational excellence**.

Cabin crew based in Spain have consistently demonstrated commitment, flexibility, and professionalism, especially during peak periods. We are not a cost to be minimized—we are a **strategic asset** that deserves long-term investment and respect.

The road ahead: unity, strength, and dignity

We have acted in good faith from the beginning. However, the company's continued unwillingness to seriously engage is pushing us toward conflict—something we have consistently tried to avoid.

We have repeatedly left room for proposals to evolve, even considering a 4-year offer—not because we believed in it, but to test the company's true willingness to commit to long-term change.

Now, the company is proposing a seniority-based pay scale for Spain starting in 2025. While this is the result of our collective pressure, it comes at a cost: Its implementation is tied to a **four-year timeline (2025–2028)**, which delays real progress and locks us into yet another cycle of stagnation.

Accepting this offer would mean **falling even further behind** our colleagues in other countries who are already benefiting from meaningful agreements. This is not a genuine offer—it is a **form of blackmail**, demanding years of sacrifice in exchange for a basic level of recognition that should already be in place.

Your voice matters – Join the General Assemblies

We invite all colleagues to attend the upcoming General Assemblies, where we will share detailed updates, discuss our collective strategy, and—most importantly—**listen to your voice**.

- **Wednesday, July 23 at 17:00** click [here](#) to join
- **Thursday, July 24 at 11:00** click [here](#) to join

This is not just about an offer. It's about how we are treated—as professionals, and as people. Our strength lies in unity. Now is the time to stand up, show up, and be heard.

SITCPLA