



**ECA**  
Piloting Safety

## OPEN LETTER

### Ryanair

Attn.: Eddie Wilson CPO & Peter Bellew COO  
Sent by email: [wilsone@ryanair.com](mailto:wilsone@ryanair.com) / [bellewp@ryanair.com](mailto:bellewp@ryanair.com)

30 August 2018

### RE: Meeting request

Dear Mr. Bellew,  
Dear Mr. Wilson,

We the unified union representatives for Ryanair pilots would like to propose a way to deescalate the current conflict - which included the industrial action on August 10<sup>th</sup> - between Ryanair pilots at almost all bases throughout Europe and Ryanair management.

Several issues which led to the present conflict, some of which you have partially addressed in your tentative agreement with IALPA (Ryanair) Company Council representatives in Ireland, should be considered transnational issues. It is clear that these issues will impact any pilots moving into or out of Ireland, are common to any pilot within the company, and that identical questions will arise in all countries. We as union representatives and you as management would therefore benefit from consistent solutions applicable to all Ryanair pilots throughout Europe.

Through our ongoing exchange within the RTPG, we noted that you sent identical letters to several of our Member Associations mentioning possible solutions such as employment contracts under local law. In our opinion, this shows that Ryanair management has also defined topics which are not limited to just one or just a few countries but are common to all of your pilots irrespective of what country they are based in.

You will understand that the pilots cannot accept a situation that attempts to artificially divide them across countries when this so clearly works against both the company's and the pilots' mutual interests. Pursuing such a divisive approach would most likely lead to an escalation of our current conflict rather than helping to resolve any current or future differences. We can all see that industrial peace can pay dividends for everybody.

**RTPG – Ryanair Transnational Pilot Group – RTPG**





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It is our firm belief that solving identical transnational issues throughout Europe on a transnational level, would be the most efficient and promising way to enter into constructive and successful negotiation processes in parallel to the processes taking place on a national level for specific national issues. The details of such transnational negotiations (incl. non-disclosure & confidentiality arrangements) are to be defined at the beginning of such a process.

We would like to highlight that your pilots within the RTPG already defined a number of key issues to be addressed by Ryanair management (see attached & [here](#)), which we would consider as a suitable basis for such transnational negotiations. We are also open to exploring the option of using a transnational mediation approach, especially given the recent progress made in Ireland using that format for a specific issue at stake. In the interests of efficiency for both parties we request that you consider such an approach to support transnational discussions with us. Any such mediation would be without prejudice to ongoing court cases and would be greatly facilitated by Ryanair recognising the application of local law to national contracts.

A transnational company such as Ryanair will require transnational solutions to allow for long-term industrial peace and to secure further growth for everyone's benefit. It will also make the most efficient use of valuable time for both managers and pilots' representatives.

On behalf of all unions and associations unified under the RTPG we would like to emphasise that there is a strong desire to find mutually acceptable solutions to our conflict as early as possible. However, there is also a determination to use all means at our disposal to resist the continuation of Ryanair management to reject our reasonable expectations for a consistent workplace across the company and proposals to achieve that objective. Therefore, we request you to swiftly start a dialogue with us to engage in meaningful negotiations with a view of reaching transnational solutions as a group for our mutual benefit, and suggest to meet with us in a joint meeting, in Brussels or Dublin, in the very near future.

With best regards,

Dirk Polloczek  
ECA President

Enda Ryan  
RTPG President

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## Ryanair Pilots' Common Requests to their Management

Ryanair pilots across Europe are united in their determination to engage in meaningful and genuine Social Dialogue with management on issues of common concern to those who contribute to the airline's success on a daily basis.

In order to allow pilots to consider Ryanair as an attractive employer, not just as a place to start but also as a place to continue their career, several key issues need to be tackled across the entire network. These include:

### 1) Adequate framework for social dialogue & negotiations

- Ryanair pilot Company Councils and their unions must be able to choose who represents them at the negotiating table, rather than management wanting to dictate this. Representatives can include Ryanair pilots hired through broker agencies as well as official union representatives, irrespective of whether they fly for another airline or not.
- Pilot representatives must have sufficient time off to adequately represent their fellow pilots. A universal agreement for 'representation time' is required, setting out rostered representation time to be provided by Ryanair, as well as other related arrangements.

### 2) Network wide common issues to be addressed

- Contractor (agency) pilots must be provided with an immediate opportunity to move onto a *direct* employee contract, should they so wish, – which should become the standard.
- Pilots to be provided with contracts that are governed by the laws of the country in which pilots are based, rather than by Irish law as Ryanair currently maintains.
- A Master Seniority Agreement and associated Master Seniority List (MSL), with agreed details of how it will operate within and across national borders. This is to be linked to:
  - a universal annual leave agreement, with locally adapted leave entitlements in accordance with national laws;
  - a universal base transfer agreement;
  - a universal promotion / upgrade agreement.
- National Collective Labour Agreements (CLAs), subject to the laws and the courts of the country in which they are based.
- An overall pay framework, providing a consistent & transparent pay structure for all pilots, with locally negotiated provisions & details to enable compliance with and optimisation of income tax & labour / social security legislation.
- A loyalty scheme to greatly assist pilot retention.
- Other issues, such as an agreement to deal with pilots Operating-Out-of-Base (OOB, incl. even distribution of assignments, arrangements for booking accommodation & transport, medical protection etc.); addressing unapproved changes to notification procedures re Flight Time Limitations (e.g. IDP App); agreed sick leave process; pension; etc.

Final, 02/07/2018

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