



ECA
Piloting Safety

To:

Mr Eddie Wilson, CEO, Ryanair DAC
Andreas Gruber, CEO, Laudamotion
Diarmuid Ó Conghaile, CEO, Malta Air
Michał Kaczmarzyk, CEO, Buzz

25 May 2020

RE: Ryanair pilots' contribution to address COVID-19 challenges in a socially responsible manner

Dear Mr Wilson, Mr Gruber, Mr. O'Conghaile, Mr Kaczmarzyk,

We are writing to you against the background of the Ryanair Holding's full Financial Year 2020 results, published on 18 May. These results show profits for FY2020 rising to over €1 billion, gross cash reserves having grown by 19% to €3,808m, a current cash balance of €4.1bn, and weekly cash burn having dropped by over two thirds from approx. 200m in March to just over €60m in May – all this enabling your Group to weather Covid-19 – and to do so in a socially responsible manner.

We are writing to you on behalf of and at the request of your pilots and their national associations from across Europe and across the airlines forming part of your Group, sharing their message, as stated below.

Put simply: your pilots are ready to discuss and negotiate through national pilots' associations – in a mutually respectful and cooperative manner and based on all the required information being made available – on necessary and fair solutions, aimed not only at ensuring the survival of THEIR airline, but also at helping recover and grow to its full potential as the aviation industry recovers.

We strongly invite you – as well as your Board and shareholders – to consider this as a unique opportunity to work hand-in-hand with those who helped you build your airline over the past decades and who will be instrumental to build its future.

With best regards,

Jon Horne
ECA President

Philip von Schöppenthau
ECA Secretary General

RTPG – Ryanair Transnational Pilot Group – RTPG





ECA
Piloting Safety

Dear Eddie, Dear Andreas, Dear Diarmuid, Dear Michał,

On Friday 1st May, Cabin Crew and Pilots learned through media reports, that up to 3.000 of their jobs were at risk due to the Coronavirus pandemic. There was no indication of which bases, which group company, or in which country the job losses would occur. They also learned that the company would be looking to implement pay cuts of up to 20%. There was no indication of where this figure came from or what it was based on.

A week later, unions were contacted and asked to present their proposal for a 5-year agreement to achieve cost reductions of 20%. With unions not having the relevant data to even consider how to carry out this task, Ryanair then sent their own version of how to meet their proposal.

It is reasonable for representatives to expect specific details of the company's "restructuring and job loss program" to enable meaningful consultation and discussion to take place. It was stated that these "necessary measures" would be "painful" but the company would "not seek to be opportunistic". This undertaking has not been reflected in either the proposal or the company's actions so far.

Messages to staff followed on internal company media, claiming that "we need to move quickly", "to save as many jobs as possible" and that staff should not bury their "heads in the sand". This was before any discussions were held with any representatives about how to minimise and mitigate any risk to jobs. We note there has been no indication of whether mid and senior management positions are also being proposed for redundancy given the seriousness of the crisis. In fact, we see new senior management positions being advertised in the commercial department. Equally, we have seen no indication that the Ryanair Holdings' CEO Mr O'Leary would like to start with giving a 20% annual gift to the company from his own remuneration package of €100m+ over the next 5 years before demanding it of anyone else.

Staff have been reminded that this is a crisis and that they should not "let anyone convince you otherwise". We are well-aware of the seriousness of the situation, but we are also aware of the potential for management to take advantage of the current crisis.

Pilots – as well as our Cabin Crew colleagues – have been threatened with job losses and base closures on an almost monthly basis, for the best part of two years. It would be understandable for some to assume that this is nothing more than the usual modus operandi.

However, given the seriousness of the crisis for our sector and to contribute to the future of our airlines, pilot representatives within Ryanair Company Councils throughout

RTPG – Ryanair Transnational Pilot Group – RTPG





ECA
Piloting Safety

Europe are ready to make proposals, within the legally established procedures at national level, that have the consent of the workforce to meet the short to medium term needs to:

1. effectively manage our people resource,
2. control costs during a period of temporary reductions in passenger numbers,
3. effectively manage our capacity to recover quickly when passenger numbers begin to increase again.

Management speak of the unfairness of other airlines' state support loans, yet see nothing wrong with demanding their own frontline staff provide long term financial support that will not even be repaid, under threat of job losses.

Pilots are prepared to discuss and negotiate on necessary but fair solutions that will not only ensure the survival of OUR airline but will also help to recover and grow to its full potential as the aviation industry recovers. We are ready to work together in a mutually respectful and cooperative manner.

This is the worst crisis we have ever experienced in our industry - we must act together now to secure the future of our airline.

Your pilots

RTPG – Ryanair Transnational Pilot Group – RTPG

