



*Serving those who serve the public*

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Telephone: +353-1-8171500 Fax: +353-1-8171501/2/3 www.impact.ie  
General Secretary: Seamus Cody

**By courier and e-mail**

Mr. Michael O'Leary  
Chief Executive Officer  
Ryanair  
Airside Business Park  
Swords  
Co. Dublin

Tuesday, 12<sup>th</sup> December 2017.

**Re: Notice of Industrial Action**

Dear Michael,

The purpose of this letter is to notify you that the IALPA branch of IMPACT have conducted a secret ballot of our pilot members directly employed by Ryanair. The ballot was in favour of industrial action including strike action. All persons who will be taking part in the strike had an opportunity to vote in the secret ballot.

The IALPA Branch of the Trade Union IMPACT sought a mandate for industrial action up to and including strike action should Ryanair:

1. Continue to fail to recognise the EERC [European Employee Representative Council] or IALPA as the representative body for pilots in Ryanair including IALPA's members.
2. Commence disciplinary proceedings or disciplinary action against any IALPA member as a result of the current dispute.
3. Reduce in any way the pay, terms and conditions of employment of any member of IALPA, the IALPA (Ryanair) Company Council or the EERC as a result of the current dispute.

I am giving you notice that pilots in Ireland and employed directly by Ryanair who are members of this Trade Union (IMPACT) will engage in strike action for a period of 24 hours beginning 0001hrs on Wednesday 20<sup>th</sup> December 2017.

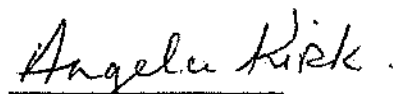
REGIONAL OFFICES

Father Mathew Quay, Cork, T12 EWW0 Tel: 021 4255210, Ice House, Fish Quay, Sligo, F91 HHX4 Tel: 071 9142400,  
Unit 23, Seán Mulvoy Business Park, Galway, H91 HT27 Tel: 091 778 031 and  
Roxborough Road, Limerick, V94 YY31 Tel: 061 319177

Picketing will take place in accordance with Section 11 of the Industrial Relations Act 1990.

We will further notify you of additional strike days in due course.

Yours sincerely,

A handwritten signature in cursive script that reads "Angela Kirk".

Angela Kirk

National Secretary

Services & Enterprises Division

IMPACT