

Ms. Tanja Viehl  
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Vereingung Cockpit  
Unterschweinstiege 10  
60549 Frankfurt  
Germany

7 August 2018

*Sent via e-mail to; [viehl@vcockpit.de](mailto:viehl@vcockpit.de)*

Dear Ms. Viehl,

Your letter of August 7 refers.

### 1. VTV (CLA Remuneration)

It is interesting that your latest letter now – for the first time – abandons the 62% pay increase that the VC has so far demanded for our German pilots (a 42% pay increase in addition to the 20% increases already agreed with pilots). We have no difficulty continuing negotiations on a pay scale so long as that takes account of the current market positions of our pilots compared to their comparators in B737 LoCo operators. Ryanair Captains are paid 20% more than Norwegian / Jet2 Captains and between 30-70% more than Lufthansa Group Eurowings Captains. It would be more productive to continue negotiations rather than inconvenience our customers through unnecessary strike action.

### 2. MTV (CLA Terms & Conditions)

You also want a comparison with TUIfly for pay, but on the other hand you are not willing to operate the TUIfly roster which is considerably worse for pilots than the industry leading 5 on, 4 off roster enjoyed by Ryanair pilots in Germany. TUIfly pilots are only guaranteed 11 days off per month and are available to fly for 30 additional days a year compared to Ryanair pilots. TUIfly is a small charter operation that is currently up for sale and it is not comparable with Ryanair's low fare business model.

It is not the case that all of your demands were addressed by you during negotiations. There remains a significant lack of clarity on what the VC are actually demanding. For example, at our 27 Jul meeting VC specifically would not discuss your 01 June seniority proposals at all because incredibly, your pilot committee said they had not read your proposals. Many of the VC 'demands' are simply descriptions of what you wish to negotiate rather than specific demands that were the subject of our negotiations, which demonstrates that these negotiations have not in any way been exhausted.

Ryanair's position is very clear:

- 1) Our pay is between 30-70% higher than Eurowings. We will negotiate with the VC on how pay is structured in Germany but that negotiation must take proper account of the 20% pay increases already agreed by the vast majority of our German pilots and the fact that Ryanair pay is well ahead of comparable B737 LoCo operators (20% more than Norwegian / Jet2 airlines).
- 2) TUIfly is not a valid comparison but on the one hand you want the benefits of the TUIfly incremental salary scales, but you don't want the vastly inferior for pilots TUIfly roster arrangements (which require TUIfly pilots to work 30 more days p.a. and have less predictable hours than Ryanair pilots).
- 3) Many of the issues you have mentioned in the MTV are listed with no details whatsoever which is further evidence of your lack of seriousness in constructively engaging to conclude a CLA.

The only way for Ryanair and the VC to *"develop a social partnership in which demands and interests can be discussed and mutually understood"* is for us to sit down for meaningful negotiations on these issues. Ryanair is ready to continue these negotiations (as we confirmed in our 03 Aug letter). We again call on you to remove this threat of an unjustified and unnecessary strike, to commit to providing reasonable (7 days) notice of strike action and to accept our invitations to meet for meaningful negotiations on the headings set out in your 30 July letter so we can minimise the disruption to German passengers and their families travelling on their annual holidays.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'Peter Bellew', written in a cursive style.

**Peter Bellew**  
Chief Operations Officer

cc. All Germany based pilots