

Mr Ingolf Schumacher
Head of Industrial Affairs
Vereinigung Cockpit e.V.
MAC Unterschweinstiege 10
60549 Frankfurt A.M.
Germany

26th Sep 2018

By email only: Schumacher@vcockpit.de

Dear Mr Schumacher,

Thank you for meeting us in Frankfurt yesterday when we spent 7 hours discussing your proposals on arbitration, roster releases and confidentiality during the arbitration process which we are working on today with our legal advisors.

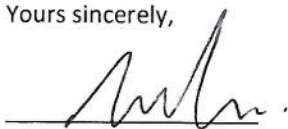
During our meeting we confirmed we are willing to sign agreements on all these topics subject to working out the detail with VC and approval by our German lawyer. Please explain why you will not accept any of our three proposed German Arbitrators, when all have extensive experience of German industrial relations which you cited as a key requirement. This is not acceptable.

At our meeting you requested that we send you our counter-proposals in less than 24 hours (by 16:00 today). It is unrealistic and unreasonable to expect us to review, take legal advice and respond to these documents in less than 24 hours. Such impossible deadlines are unhelpful. Nonetheless we are working through your documents and propose that we meet again next Thu (04 Oct) in Dublin to finalise these agreements. In the meantime, our initial feedback is as follows:

- We agree that arbitration will be non-binding.
- We agree that the parties will confirm a mutually acceptable Arbitrator, but by Thu 4 Oct rather than 15 Oct as you proposed.
- Your proposed 5-month arbitration period (Oct 2018- Feb 2019) is too long. We suggest a 4 or 5 week arbitration period having recently completed arbitration in Ireland in less than 3 weeks. We suggest that we complete the MTV and VTV collective agreements by the end of October, so our pilots can enjoy the improved pay, base transfers, German seniority and local applicable law (as already agreed with Pilots / Unions in other countries).
- On representative time off, we propose that the 'exemption payment' for preparatory meeting be agreed next Thursday.
- The VC will agree that the arbitration will specifically recognise Ryanair's low fare, high people productivity model and that no competitor airline employees will be involved in the process.
- We should finalise the arbitration and roster release agreements, and when they are signed we will complete the non-disclosure agreement for the duration of the arbitration process which should also include an agreed wording for both parties to use in response to any media queries.

Please confirm you will meet us Thursday next (04 Oct) in our Dublin Offices, so we can progress to negotiate the arbitration process, the arbitrators and roster release agreements so we can progress to negotiating a CLA for our German pilots including improved pay, base transfers & annual leave and an early transition to German employment law as we have delivered in other jurisdictions.

Yours sincerely,



Peter Bellew
Chief Operations Officer

CC. All German Pilots