

Ryanair Cabin Crew Offer 2018

Ryanair has delivered the following commitments in our negotiations with cabin crew and their unions;

1. **Open and Constructive Collective Bargaining**

- We committed to recognise and negotiate with national unions that are representative of our people in each of our major EU countries in accordance with national laws.
- We committed to negotiate comprehensive CLAs by 31 Dec 2018 (subject to no union delays) to cover pay, time-off, local benefits and direct employment with Ryanair and other issues of importance to our cabin crew.
- We have approached collective bargaining constructively, openly and transparently as we work with cabin crew representative unions to make Ryanair a great place to work.
- We cannot negotiate with competitor airline employees, who are interfering in national negotiations, for competition reasons.

2. **Local Contracts** – we will implement local employment contracts / labour law by early 2019 subject to agreeing CLA's with national unions in each country.

3. **Best Pay** – we are committed to remaining competitive in the LoCo market for cabin crew pay. Ryanair No 1's currently earn between €30,000 - €40,000 p.a. We will increase the balance of fixed versus variable pay to give cabin crew more certainty.

4. **Best Roster** – we will maintain our industry leading 5 on, 3 off roster in return for cabin crew maintaining productivity on existing crewing ratios. Any negotiated deals must support our low-fares, high-productivity business model.

5. **Promotions** – we are committed to our policy of internal promotions (over 700 junior cabin crew were promoted to No 1 positions last year) to deliver great, long-term cabin crew careers.

6. **Direct employment**– we are committed to offering more Ryanair employment contracts to cabin crew currently employed by agencies.

7. **Technology** – we will develop a number of technology platforms that will improve base transfers, shift swaps and staff travel processes for cabin crew.

8. **Training** – we are committed to delivering world class training with significant investment in training facilities and great promotional opportunities for cabin crew who want to develop their careers in Ryanair.