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Sent via email to: [REDACTED]

Dublin, 18 September 2018

Dear all,

Our third mediation meeting on 11 September refers.

1. Union Delegation Establishment

Ryanair has already agreed to accept a formally established union delegation. It is now up to the three National Unions to accelerate the establishment of a Union delegation so that we can open negotiations and progress "social dialogue" directly with our people supported by their unions. As explained to you on Tuesday last, the election of union delegations and direct negotiations with our people in Italy and Ireland has proved successful in concluding CLA's in both countries - we believe a similar approach will also be successful in Belgium.

We now urge CNE-LBC, ACLVB and BBTK Unions to work together and formalise the establishment of a Union delegation (one for pilots and one for cabin crew) as a priority as this is impeding the formation of a Ryanair delegation for both pilots and cabin crew to negotiate a comprehensive CLA.

2. Collective Labour Agreement

Thank you for the proposal you tabled at our meeting which is helpful for making progress on concluding a CLA on T & C's. I have attached to this letter two updated agreements, one for cabin crew and one for pilots (as they are different categories of employees) and explained our position below;

2.1 Applicable Law & Jurisdiction

Ryanair is willing to agree the applicability of Belgian law and the jurisdiction of the Belgian Courts to any future CLA (our Italian CLA is already governed by Italian law/courts). We will also agree to transition to Belgian employment law from 1 March 2020 to give sufficient time for preparation which is 2 years earlier than our initial proposed date (and the same as the Italian CLA). All crew based in Belgium would transition to Belgian employment law on a certain date as Ryanair cannot run a dual Irish & Belgian employment law system, with two sets of applicable law, especially when there is a crossover between employment law and social welfare benefits.

2.2 Social Security

The Irish Department of Social Protection (who renew the A1 certificates on an annual basis for our crew who continue to pay Irish social insurance under EU reg 465/12 Grandfather Rights) have already advised they will not issue any further A1 certificate renewals to crew on Irish social insurance should crew transition to Belgian employment law, as in their view the "relevant situation" under article 87a of EU reg 465/12 will have changed due to the change in applicable law. Ryanair has no control over this decision and must respect the view of the Irish Department of Social Protection as the competent authority under EU law.

2.3 Ryanair Business Model

Any agreement between Ryanair and the three National Belgian unions must recognise Ryanair's business model which is only sustainable in Belgium if the core principles of our high efficiency, high

people productivity model are accepted by all parties. We have added additional wording to the attached agreements in this regard.

Given that both the ACLVB and BBTK Unions were not aware of any industrial action on 28 September at our meeting on Tuesday last and in the interest of continuing to build positive "social dialogue" as we have done during the 3 previous mediations meetings, please now confirm by Friday 21 Sept the unnecessary threatened strike action by just one National Union (CNE-LBC) of our cabin crew on 28 September has now been withdrawn as negotiations with all three National Unions continue and since the principle of implementing Belgian employment law/jurisdiction is now progressing.

Yours sincerely,



Robert Wall
HR Manager

