

Ryanair Pilot Offer 2018

Ryanair has delivered the following commitments in our negotiations with pilots 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, rosters, time-off, annual leave, base transfers, promotions, seniority and other issues of importance to our pilots.
- We have approached collective bargaining constructively, openly and transparently as we work with pilot unions to make Ryanair a great place to work.
- We cannot negotiate with competitor airline pilots for competition reasons, nor with unlicensed lobby groups (ECA) who are interfering in national negotiations.

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 the market leader in 737 LoCo pilot pay in all our markets. Ryanair Captains currently earn between €140,000 - €200,000 p.a. and over the next year we will increase the balance of fixed versus variable pay to give pilots more certainty.

4. **Best Roster** – we will maintain our industry leading 5 on, 4 off roster in return for pilots 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 300 FOs promoted to Cpt this year) to deliver great, long-term pilot careers. FOs in Ryanair can expect to be Captains within 3 years.

6. **National Seniority Lists** – we have agreed national pilot seniority lists which will be used to deliver base transfers and annual leave allocation.

7. **Fairness and transparency** - we are working with pilot unions to deliver annual leave, base transfer and promotion procedures that are fair, transparent and help our pilots plan their family life.

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