

Mr Brian Strutton
General Secretary
BALPA
BALPA House
5 Heathrow Boulevard
278 Bath Road
West Drayton
UB70DQ

07 Aug 2019

Dear Mr Strutton,

We refer to your letter of 7th August, and now call on BALPA to call off any planned industrial action, as it does not have the support of the majority of Ryanair's UK pilots as follows:

- Ryanair employs more than 1,250 UK pilots
- Less than 36% (445) voted in this BALPA ballot
- Just 28% of Ryanair's UK pilots voted in favour of industrial action
- Over 44% of BALPA's members either voted "no" to industrial action or didn't vote at all.

At a time when the Boeing MAX delivery delays means that Ryanair has fewer aircraft than planned for W19 and S20, leading to an enforced series of base cuts and closures, some of these in the UK, and a no deal Brexit is less than 10 weeks away, this is a time for Ryanair and our pilots to work together to get our customers to their destinations without disruption.

As your ballot results indicate, BALPA do not have significant support for disrupting our customers holidays at a time when some UK pilots are facing job losses over the coming weeks. Any threat of industrial action should now be taken off the table, and BALPA should work with us to preserve UK pilot jobs, not destroy them.

Ryanair UK pilots recognise the favourable pay and conditions they enjoy, with Senior Captains earning up to £180,000 p.a., which is why pilot turnover has fallen to zero in recent months, and BALPA is promoting pay freezes at Jet2 and 12-month unpaid leave at Norwegian, our competitor UK airlines.

At this difficult time for UK pilots facing base cuts and closures, BALPA should be working with Ryanair to save UK pilot jobs, not endanger them through ill-timed and ill-judged disruption of our customers' travel plans, just 10 weeks before the threat of a no-deal Brexit. We remain available for talks at your convenience.

Yours sincerely,



Darrell Hughes
Director of HR Strategy & Operations

Cc. all UK pilots