



## Question and Answers easyJet CAO / CLA

**Q1: When will de CLA go into effect?**

A: Basic pay will start March 1, 2018, other parts April 1, 2018

**Q2: What is the term of the CLA?**

A: 3 years, starting March 1, 2018

**Q3: What are the new pay rate rates?**

A: FA under 22 € 17.500 new entrants 17% increase over current  
FA 22 and older € 18.500 new entrant 24% increase over current  
FA after 12 months € 19.500 23% increase over current  
CM Direct entry or new CM € 20.000 12% increase over current  
CM after 12 months €21.000 11% increase over current

**Q4: What about uprankers?**

A: The VNC and easyJet are currently in discussion to either continue the Upranker program or replace it with a seasonal Cabin Manager program, until that date, no changes to the program

**Q5: What about the part time flying?**

A: After 1 year of flying you can request to fly part time under the following 3 patterns: 21/7 (Basic Salary at 75%), 14/14 (Basic Salary at 50%), 7/7 (Basic Salary at 50%)

**Q6: Taxes on variable items, why are they so high?**

A: They are so high due to the fact that they are not normal pay. The company and the VNC have agreed to start placing the following items into the normal tax rate: Airport Standby, Positioning Pay, Ground duties, Office Day, Day off payment, Upranker.



**Q7: Are we getting seasonal contracts?**

A: Currently the VNC and easyJet are discussing seasonal contracts in Amsterdam for new entrants. Currently there are no seasonal contract in Amsterdam. The contracts that are offered are 6 month, 8 months and 10 months. Depending on staffing they will be offered either an extension or a permanent contract

**Q8: Why are we hiring so many more cabin crew, we are over staffed!**

A: Due to the fact that people are leaving and due to the fact that we are seeing more flying starting in March, we are no longer over staffed. The company and the VNC are meeting to avoid the problems we have had during this past winter where people are not flying. The new contracts that are being offered, should avoid this problem in the future.

**Q9: What is going on with the Rostering of XL sectors?**

A: The company and the VNC are meeting to change the possibility of no longer receiving either 4 sectors or a standby after an XL sector. Only 3 short or medium sectors after an XL

**Q10: Is there a change coming for new CM's where they do not get paid for the first 20 sectors?**

A: Talks are ongoing to get this changed. A separate agreement will come with changes to this program.

**Q11: Why rush this CLA / CAO if you are not finished yet?**

A: Our first goal was to have pay raises for all cabin crew and to have this start as soon as possible. Most non-economic area's will be discussed and completed between 30-90 days after the CLA / CAO



**Q12: I don't like this at all and I want to receive more pay, what will happen if everyone votes no on this agreement?**

A: If the agreement does not pass, we will go back to easyJet and inform them that the majority of our members rejected the agreement. A new agreement would be negotiated and implemented at the time of acceptance. This does not mean that it would also be retroactive to March 1, 2018, more than likely it would not.

**Q13: Can every one vote on this agreement? \*UPDATED\***

A: No, only VNC members in good standing as of 21-2-2018 can vote.

**Q14: What is the percentage for this agreement to pass?**

A: 50% plus 1 vote.

**Q15: How is the pension rate calculated?**

A: Pension is calculated on the basic pay.

**Q16: Why is the pay raise percentage so much different between CM's and FA's?**

A: The FA pay rate was below minimum wage in the Netherlands. That's the reason for the larger percentage increase

**Q17: How will the voting take place? Will there be a difference between CM's and FA's?**

A: Voting will be online, there is no difference between CM's and FA's. everyone has 1 vote.

**Q18: Why introduce a flat day off rate?**

A: The company felt that the flat rate was fairer. The good news is that it will go from the special tariff to the normal tariff, so ending up in a net pay increase for everyone.



**Q19: Who can become a seasonal CM?**

A: If a seasonal CM position will become available, our aim is to have it open to all FA's and CM's

**Q20: What about travel expenses?**

A: Currently the company has a budget in place and their point of view was if we would get travel expenses paid, the basic pay would have been offset with that amount.

**Q21: Will easyJet guarantee a minimum number of sectors a year?**

A: Not at the moment, but talks are ongoing to create a fairer system, so that everyone will fly a similar number of sectors and hours per year.

**Q22: If the agreement passes, when will there be the opportunity for new negotiations?**

A: The agreement would be in place for 3 years. If issues come up during the term of the agreement, the VNC will go back to the company, as we have done in the past, to resolve these issues.

**Q23: Will the passing of the CLA influence the monthly contribution paid to the VNC?**

A: Yes, we will no longer be associate members, but full members. The rate would be 0.75% of basic pay, plus an average of sector pay. For FA's the rate would be €15,90 and CM's € 18,14

**Q24: How do I calculate what my new annual gross will be if the CLA goes through?**

A: Take the new annual salary and add to that your actual sector pay and commission that you earned in 2017 (You can find this on the December 2017 pay slip). Add to this your 'vakantie geld' and the annual performance bonus.



**Q25: If the variable pay items are placed into the normal tariff, is there a chance I will have to pay extra tax at the end of the year?**

A: It all depends on your personal tax situation. Most people will not have to pay extra at the end of the year, because these amounts are not that large. See question 6 for the items that might be moved to the normal tax rate.

**Q26: Who will have priority to a permanent CM position whilst in the Seasonal CM program?**

A: No details are available for this program since we are still talking to easyJet about implementing a program like this. Our aim is to have it done in a fair system so that the current Uprankers in the AMS base get treated fairly.

**Q27: What will happen if this CLA does not go through?**

A: If the CLA is not accepted by a majority of the Amsterdam based cabin crew, we would inform easyJet about this and we will have to go back to the bargaining table with easyJet to come to a new agreement. There is no timeframe in how long this can happen. Looking at CLA talks with other airlines, this can take months, but also years. Also see the answer on question 12.

**Q28: Currently we do a tidy after XL Flights and after such a long flight we do not feel it is right to having to do this. What is being done about this?**

A: We are still talking to easyJet about the rostering after an XL flight and this subject is part of the discussion on this. See the answer on question 9.

**Q29: Am I paying 5% of my salary to fund the pension plan that we are going to receive from easyJet?**

A: No! This rumor is FALSE! Easyjet will contribute 5% of your basic pay to a pension plan that is being put in place through ABN AMRO. This does not cost you any money. This is a contribution that easyJet is paying on your behalf. It DOES NOT come out of your salary.

**Please come to our information sessions on February 21<sup>st</sup> and 22<sup>nd</sup> from 1pm to 3 pm at the VNC offices.**

**STAY INFORMED!!**