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» Level Airlines
Attn: Mr. Frank Glandel CEO

» Date: March 6, 2020

» Ref: 0012/AG/in » Subject: legal issues

Dear Mr. Glandel,

A few months ago, I introduced the Dutch Cabin Crew Union VNC to you via email. We would have appreciated a personal meeting with you and your team. Unfortunately, we have not heard from you until now.

The majority of cabin crew working for Level Airlines in Amsterdam joined our union. We feel a responsible for the working conditions of our members and for the proper functioning of the airline they work for. Especially concerning working conditions, contracts and salary payment. It goes without saying that getting the basics right in a situation where partly Austrian law, partly Dutch law applies can be a challenge, but this is important to hold on to motivated and competent staff.

We would like to express our concern about the confusion among our members about which law applies to their contracts and to their working conditions. Although the contracts are under Austrian law, Dutch employment law that is mandatory law will prevail over Austrian law. In that sense we refer among other things to the Working Conditions Law (safety regulations and working hygiene), Minimum Wage Act and Minimum Holiday Allowance. The same goes for the provisions in Dutch law concerning vacation and leave.

Considering the above-mentioned issues, we would like to draw your attention to the fact that our members are entitled to a holiday allowance of 8% and that allocating holidays to our members has to be done under the provisions stipulated in Dutch law. That means that a holiday request has to be granted within 2 weeks.

We would appreciate positive action on these two issues and hope that you will address these on short notice.

Kind regards,
President Dutch Cabin-Crew Union VNC