

Appendix 8 Protocol Amendment to CLA No. 2 for easyJet Cabin Crew in the Netherlands  
Protocol Amendment to Collective Labour Agreement No. 2 for easyJet Cabin Crew in the Netherlands

Parties,

the private limited company (United Kingdom) easyJet Airline Company Limited, established in Luton (UK), hereinafter referred to as 'easyJet' or 'Company'

and

the union with full jurisdiction, VNC – Vereniging Nederlands Cabinepersoneel, established in Schiphol-Oost (NL), hereinafter referred to as 'VNC'

and

the union with full jurisdiction, FNV, established in Amsterdam, hereinafter referred to as 'FNV' .

Whereas:

- As per 01/04/2020, the content of this agreement replaces what has been provided for in the following sections of the existing Collective Labour Agreement (CLA) – No. 2 for easyJet Cabin Crew in the Netherlands (effective 1 April 2020 – 31 March 2023).

Parties agree on the following:

The below will be changed and attached to the existing CLA as Appendix 8.

Appendix 8

Preamble

From:

Preamble

Parties,

easyJet Airline Company Limited, established in Luton (UK)- hereinafter referred to as 'easyJet' or 'Company'. and

VNC – Vereniging Nederlandse Cabinepersoneel, established in Schiphol-Oost (NL), hereinafter referred to as "VNC".

To:

Preamble

Parties,

easyJet Airline Company Limited, established in Luton (UK)- hereinafter referred to as 'easyJet' or 'Company'. and

VNC – Vereniging Nederlandse Cabinepersoneel, established in Schiphol-Oost (NL), hereinafter referred to as "VNC".

FNV – established in Deventer (NL), hereinafter referred to as "FNV"

Section 3.2

From:

### **3.2 Industrial relations**

The parties agree on the need to develop an effective industrial relations system, achievable also through effective communication.

Without prejudice to the necessary confidentiality and safeguard of trade secrets, the parties deem it advisable to arrange periodic meetings for the precise purpose of ensuring a prompt and transparent exchange of information relating to the trend of the key performance indicators, employment levels and the market and competitive environment. Meetings will be arranged on the

request of either one or two of the parties. VNC commits not to have industrial action during the time of the CLA in regard to items of the CLA.

To:

### 3.2 Industrial relations

The parties agree on the need to develop an effective industrial relations system, achievable also through effective communication.

Without prejudice to the necessary confidentiality and safeguard of trade secrets, the parties deem it advisable to arrange periodic meetings for the precise purpose of ensuring a prompt and transparent exchange of information relating to the trend of the key performance indicators, employment levels and the market and competitive environment. Meetings will be arranged on the request of either one or two/three of the parties. VNC and FNV commits not to have industrial action during the time of the CLA in regard to items of the CLA. Where the collective labor agreement refers to 'VNC', it can also be read as 'FNV'.

### Section 12.4

From:

#### 12.4 Duration

This CLA will come into force on 01-04-2020 and is valid until 31-03-2023. This CLA may be terminated by either party by 31-03-2023 or thereafter, subject to a notice period of at least 3 months.

To:

The CLA is hereby extended from 31-03-2023 to 31-12-2023. This CLA may be terminated by either party by 31-12-2023 or thereafter, subject to a notice period of at least 3 months.

### Appendix 6

NEW:

From April 1 2023 until 31-12-2023 a payment will be given as a line item on the current pay, and a lump sum payment will be paid according to the schedule below:

One-time lump sum payment paid on April 1, 2023 :

- Flight Attendant / New Entrant: €1000
- Flight Attendant, YR1 onwards: €1250
- Cabin Manager: €1500

8 x Monthly payments covering May 2023, ending in December 2023

- Flight Attendant / New Entrant: €170
- Flight Attendant, YR1 onwards: €185
- Cabin Manager: €215
- The items listed above are not part of the basic salary, are not pensionable and not part of any performance bonuses as described in the current CLA
- The monthly payments will be pro-rated (based on part-time percentage or based on legal regulations)
- The additional payments will remain in place until a new CLA has been reached

\*All amounts mentioned above are gross amounts

Signed by

Paul Ingram



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easyJet Airline Company Limited

Date: 27/06/2023

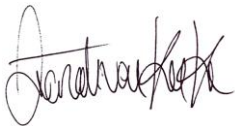
Ron Sneijder



.....  
easyJet Airline Company Limited

Date: 27/06/2023

Farah Van Keeken



.....  
VNC Senior Representative

Date: 11/07/2023

Stijn Jansen



.....  
FNV Aviation

Date: 11/07/2023