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» easyJet Airline Company Limited
Attn: Mr. R. Sneijder, Mr P. Ingram
Hangar 89 London Luton Airport
Luton LU2 9PF
United Kingdom

» Date: 24/04/2023

» Our ref: 0019/FK/DB » reference: VNC CLA Proposal 2023

Dear Mr. Sneijder and Mr. Ingram,

The VNC is pleased to finally resume negotiations after a period of change and reflection. You would not be surprised that the wishes of our members haven't changed but the urgency to get a better working conditions package has most definitely increased. The AMS cabin crew are uneasy, living in financial uncertainty and impatient to see their hard work rewarded by their employer.

With the previous two tentative agreements downvoted by a vast majority of our members, we have had the opportunity to further engage in conversation with our membership and get an in-depth insight into their concerns. Our proposal reflects these concerns.

In our current CLA there is no reward for length of service, a pension agreement that is far below market conditions, a non competitive salary with decreased buying power and no agreements to guarantee workable rosters and a good private life and work balance. Currently a lot of AMS cabin crew are exploring their options; seek employment elsewhere in hopes of acquiring better secondary benefits and salary perspective. Even if the outcome may result in leaving the airline industry. easyJet should want to retain experienced cabin crew members and provide them with the incentives they need to stay. An experienced crew member is of great value to the company as it will contribute to achieving *our plan*.

With this employment conditions proposal, VNC wants to contribute to easyJet being a preferred employer and further positively distinguish themselves from competitor airlines in the Netherlands, thus generating positive publicity to existing and future customers. By making easyJet a preferred employer, the attraction of new staff, retention of existing staff and overall employee satisfaction and morale will increase. This will subsequently be of positive influence for the customer experience on board and therefore ultimately generate a revenue increase for easyJet which will be driven by satisfied repeat customers.

In this proposal we are addressing our members' most common concerns regarding the upcoming CLA negotiations and their employment with easyJet in AMS.



- » - Length of the CLA
- Increase of pay
- Reward for length of service
- Roster rules
- Pension
- Parttime roster patterns

Length

A CLA with a duration of 1,5 years. Starting on April 1 2023, ending on September 30 2024.

Pay

Basic pay

The VNC proposes the following increases for basic pay in both ranks. In addition to this we wish to add pay scales:

Rank	Y1: April 1, 2023 – March 31, 2024	Y2: April 1, 2024 – Sep 30, 2024
FA -21	€ 1547,50	CPI** +2%
FA Y1	€ 1934,40	CPI** +2%
FA Y2	€ 1994,40	CPI** +2%
FA Y3*	€ 2054,40	CPI** +2%
FA Y4*	€ 2114,40	CPI** +2%
CM Y1	€ 2200,00	CPI** +2%
CM Y2	€ 2280,00	CPI** +2%
CM Y3*	€ 2340,00	CPI** +2%
CM Y4*	€ 2400,00	CPI** +2%
CM Y5*	€ 2460,00	CPI** +2%

* Proposed pay scales

** CPI of 2023 as published by the CBS

Sector pay

The VNC proposes the following increases for sector pay in both ranks:

Rank	Y1: April 1, 2023 – March 31, 2024	Y2: April 1, 2024 – Sep 30, 2024
FA Y1	€14,00	CPI* +2%
FA Y2	€16,00	CPI* +2%
CM	€24,50	CPI* +2%

* CPI of 2023 as published by the CBS

Office duties

Increase nominal sectors from 3.5 to 4 for the following duties: UNN, PICO and OFC8.

Increase nominal sectors from 1.75 to 2 for the following duties: UNN4, PICO4 and OFC4.



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Disruption payments

Increase working into a day off (DDO) to €110 FA / €120 CM.

Increase IDO payment to €110 FA / €120 CM.

Implement a disruption payment of €25 FA / €40 CM per event based on the published criteria on inside.

Night stop payment

Increase night stop payment to €40 in the first year of the CLA, increase for subsequent year based on basic pay increase.

Upranking pay

Pay increase for CM uprangers from € 15 per sector to €20 per sector.

Pay increase for Line Trainers from € 15 per sector to €20 per sector.

Sickness protocol

First 12 months of sickness at 100% basic pay and 100% AVP. From month 12 up to month 24 70% basic pay and 70% AVP.

Pension

Increase pension contribution from 7% to 15%. To be applied on both basic and variable pay.

Rostering

- Implement a Short Notice Change Refusal. FA / CM can refuse a short notice change (within 48 hours prior to scheduled duty), 4 times per year.
- Extended duties: company will assign a REST day (no DO) after any extended duty.
- The company to limit the number of extended duties to 2 extended duties per 28 day rolling period.
- No two consecutive XL duties to be scheduled.
- Reinstate the trip trades for extended duties (extended duties cannot be dropped in open flight bidding).
- Introduce more preferred part time roster patterns: The introduction of a 5/4/5/4 part-time roster pattern.
The introduction of a parttime roster pattern with one fixed day off per week.

Roster meetings

easyJet to provide the VNC with the following information pack monthly:

- Roster stability as a % for last 12 months
- Tripping report in and out of that base
- Single D/O occurrences
- Single duty days occurrences
- % of elongated duties
- Amount of STBY at publication and actual

In addition, the VNC requests that My Roster Report is reinstated.



» Secondary Benefits

- Career breaks: to introduce the following career break option: 12 months of consecutive non activity, starting April 1 till March 31st. Company to guarantee at least 2 slots per rank, per length, of break a year.
- Implementation of compensation for all languages spoken within the easyJet network, including the base language Dutch, under the current language alleviation program.
- Moving day request will be reduced to 1 month notice.

Travel allowance

Company to introduce a tax free travel allowance based on the tax offset (netto reiskostenforfait) of €0,21 per km with a maximum of 150 km one way.

Other

- IVF policy (commitment from the company to create a fair and inclusive IVF policy)
- Leave Buy Back system (commitment from the company to create a leave buy back system during the length of the CLA).
- Fixed term contracts to be converted to a permanent contract on signing off the CLA. (Terms and conditions to be mutually agreed).

Facility agreement

UNN day allowance to increase to 72 days annually for the VNC board.

Working together/closing statement

The VNC is further committed to creating a good working environment for our cabin crew by working together with easyJet to create this.

Furthermore, we wish to review the entirety of the CLA and collaborate with easyJet to create an accessible, easy to read and law compliant CLA document.

Should there be reason, during these upcoming CLA negotiations, for the VNC to supplement and /or amend our proposals, the VNC reserves the right to do so.

We are willing to embark on constructive consultation, which is an absolute prerequisite for trust between both parties.

We propose to meet at a minimum of 4 days per month and look forward to concluding the negotiations before the end of July 2023.

Sincerely,

Farah van Keeken
President easyJet section VNC

Dino Brunst
Board member easyJet Section VNC