Tentative Collective Labour Agreement VNC – easyJet

1 January 2026 – 31 December 2027

FINANCIAL

Basic pay

-Expansion of pay levels with 6 new pay levels to make a total of 10. Pay level is time in role (years)

-Increases vary from 4,5% to 14,3% depending on time in role

FA gross monthly salary

Level	Current	Y1	%
0 – 1	€2,117	€2,212	4.5
1 – 2	€2,159	€2,256	4.5
2 – 3	€2,202	€2,301	4.5
3 – 4	€2,246	€2,347	4.5
4 – 5	€2,246	€2,383	6.1
5 – 6	€2,246	€2,418	7.7
6 – 7	€2,246	€2,455	9.3
7 – 8	€2,246	€2,491	10.9
8 – 9	€2,246	€2,529	12.6
9 – 10	€2,246	€2,567	14.3

CM gross monthly salary

Level	Current	Y1	%
0 – 1	€2,462	€2,573	4.5
1 – 2	€2,511	€2,624	4.5
2 – 3	€2,561	€2,676	4.5
3 – 4	€2,612	€2,729	4.5
4 – 5	€2,612	€2,771	6.1
5 – 6	€2,612	€2,813	7.7
6 – 7	€2,612	€2,855	9.3
7 – 8	€2,612	€2,896	10.9
8 – 9	€2,612	€2,941	12.6
9 – 10	€2,612	€2,985	14.3

Year 2* of the CLA: CPI + 0.5%

(*CBS index average for Oct 2025 - Sep 2026)

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Lateral progression

As a promotion to CM should not come with a reduction in pay, we have agreed to lateral progression. FA pay level 9-10 will go to CM level 1-2

Good to know, as an Upranker, if you have been Seasonal CM those months will count towards your time in role.

Variable pay

4,5% increase to upranking, CTI-F flying duties, DDO/IDO, disruption payment and night-stop allowance in Y1.
CPI + 0,5% increase on all variable pay elements, including sector pay in Y2

Variable pay item	FA Y1	CM Y1	FA Y2*	CM Y2*
Upranking	€ 20,90	€ 20,90	CPI + 0.5%	CPI + 0.5%
CTI-F flying	€ 20,90	€ 20,90	CPI + 0.5%	CPI + 0.5%
DDO/IDO	€ 114,95	€125,40	CPI + 0.5%	CPI + 0.5%
Night stop	€ 41,80	€ 41,80	CPI + 0.5%	CPI + 0.5%
Disruption	€ 26,13	€ 41,80	CPI + 0.5%	CPI + 0.5%
Sector pay			CPI + 0.5%	CPI + 0.5%

*(*CBS index average for Oct 2025 - Sep 2026)*

Pension

Pension increase to 11% of employer contribution

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Performance bonus

Replacement of current Performance Bonus scheme with increased percentage based on basic pay only, and introduction of a *stretch* performance bonus.

The current Performance Bonus makes up of 3.85% of total bonusable pay (up to 2 weeks of basic pay)
The Stretch Performance bonus is set at 4.5% of annual basic pay, with a stretch that can lead up to 9% if the stretch target has been reached

The bonus will be pro-rated if it falls anywhere between *target* and the *stretch*. e.g. if PBT, CSAT and GLB is 50% between Target and Stretch then a Performance Bonus % of 6.75% will be used for the calculation.

Secondary benefits

- **One day of paid leave for legal wedding or registration of partnership**
- **Career breaks increase to a total of 2 positions per rank, per length of career break**
- **Disruption payment automatically processed and paid to the employee (subject to implementation timescales)**

Introduction of 4/4 parttime roster pattern at 83.5%

- **All FTL rostering rules aligned with the FRV2 ruleset**
- **4/4 will be considered a part-time option and a permanent request.**
- **This pattern does not attract Wrap and GDOs as the patten is based on a set number of fixed days.**
- **Days off will be annotated as D/O**
- **Willing to Fly (WFLY) remains applicable.**
- **Crew members who are on 4/4 and require extended periods of training (such as, but not limited to return to work Courses and Promotion Courses) will be required to change to FRV from the start of the training course (day of positioning if required) until the end of the roster month the training is completed in.**

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- **Crew members who are on 4/4 and require extended periods of training (such as, but not limited to return to work Courses and Promotion Courses) will be required to change to FRV from the start of the training course (day of positioning if required) until the end of the roster month the training is completed in.**
- **Block hours and Duty hours prorated (and rounded to balance rounding of leave day) to the full time of 900/2000 hrs**
  -Block 747 (rounded to 750)
  -Duty 1660 (rounded to 1700)
- **RESF days (Rest Flexi) with a limit of 1 per work block.**
  -If planned prior to a work in bloc the earliest report will be 0500 local
  -If planned at the end of a work in block, the latest off duty will be 0130 local (if delayed on the day, a DDO/IDP will be paid).
- **easyJet reserves the right to decide on start date of part time requests based on operational requirements (upto a maximum of 9 months after request).**

Secondary benefits

- **Introduction of rest flexi on FRV for day 1 (start at 4.30L)**
- **Delay roster release for exceptional reasons**
- **GDO/LVE lines to be published to illustrate availability**
- **All part-time contracts to include rest flexi days**

Rosters

- **Introduction of 4/4 roster**
- **TRIAL: Christmas REST day assigned on 25 december 2025 to crew who had a duty on 25 december 2024**
- **TRIAL: REST day after extended duties**
- **After each XL duty, only 2 sectors or SBY duty**
- **REST: 12.45 hours when roster is built, reduced to 12.30 hours at publication if needed. On day of operation, for operational reasons this can be reduced to 12.00 hours.**
- **When scheduled an extended duty (E), either 2 hours additional* rest before and after the flight OR 4 hours additional* rest after the flight (*additional to minimum rest.)**

Trials are subject to change and all rostering guidelines are subject to crew availability

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FAQ's

1. what does CPI mean?

CPI or *consumer price index* is also know as inflation, it is the rise of the cost of living. by negotiating CPI+0,5% we not only maintain our purchasing power in the upcoming years but we also improve it.

2. is there a cap agreed for CPI?

no, there is no cap. Meaning that no matter what the inflation will be in the next years that is what will be used to calculate the increases.

3. I've been 8 years in the company but now 4 years CM, which pay level will i fall into?

You will fall into the CM pay level 4-5.

4. Is there an increase in sector pay for Y1?

We have prioritised increases in basic pay for Y1, in year 2 there will be increases in sector pay also.

5. What measures are taken in this agreement to improve roster stability?

The implementation of the 4/4 roster pattern, soft roster rule expansion, the trials of REST days.