



# CLA negotiation result VNC – easyJet

1 January 2026 – 31 December 2026



## 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	New	%
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	New	%
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

### One off payment

To compensate for the loss of increases in January and February a **one off payment** will be made

**€300 for FA and €500 for CM**



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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 sector pay, upranking, CTI-F flying duties, DDO/IDO, disruption payment and night-stop allowance.**

Variable pay item	FA	CM
Upranking	€ 20,90	€ 20,90
CTI-F flying	€ 20,90	€ 20,90
DDO/IDO	€ 114,95	€125,40
Night stop	€ 41,80	€ 41,80
Disruption	€ 26,13	€ 41,80
Sector pay	€ 15,08	€ 22,84

### 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)
- Priority for CM promotions (seasonal or permanent depending on vacancy requirement) will be given to crew in HP for over three years over any transfer in. 2:1 ratio will apply when no local upranker has been in the holding pool for over 3 years

### **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 pattern 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.
- 24 LVE days



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- 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).

### Conditions of offer

- 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**



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## Rosters

easyJet has made commitments relating to rostering outside the CLA framework. A joint working group is currently active, consisting of representatives from the rostering team, the Works Council and the cabin crew unions. This working group is focused on improvements in working methods and implementation. To demonstrate our intent and assure employees of our absolute commitment to progressing improvements in the roster experience, they also commit to the following:

- REST after SSH HRG TLV where possible ( Short STBY or short day if not)
- Avoid D5 SSH HRG TLV
- Apply Increased penalty in the optimiser for D1 and D5 elongated
- Explore increasing rest to 14 hours after an elongated at publication stage
- Testing currently ongoing : Max 1 per block XL duties.

If the negotiation result is accepted by our members, the CLA will be implemented from **January 1 2026** and end **December 31 2026**.

The basic pay increases, these will go into effect on **March 1**.