



VERENIGING
NEDERLANDS
CABINEPERSONEEL

Constellation Building
Stationsplein N.O. 406
1117 CL Schiphol-Oost

T +31 (0)20-50 20 480
E secretariaat@vnconline.nl
W www.vnconline.nl
Lid van EurECCA

>> easyJet

To:

Mrs. S. Moore, Industrial Relations Business Partner

Mrs. V. Cerri, Head of Cabin Crew Europe

sarah.moore@easyjet.com

valeria.cerri2@easyJet.com

Date: September 4, 2026

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Subject: **VNC easyJet Cabin Crew CLA proposal 2027**

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Dear Mrs. Moore and Mrs. Cerri,

On behalf of VNC, we hereby present our proposal for a new collective labour agreement for easyJet cabin crew based in The Netherlands.

This proposal is deliberately focused. It reflects the feedback received from our members through surveys, discussions and the reasoning provided during the previous CLA voting process. The message has been consistent: while fair pay remains important, roster stability, predictability and work-life balance have become the most pressing priorities for our members.

Our proposal therefore focuses first and foremost on achieving meaningful and enforceable improvements to roster stability and work-life balance. Our second priority is fair and structural pay progression, together with a number of targeted improvements that reflect the feedback received from our members.

Roster Stability and Work-Life Balance

Since the first Dutch cabin crew CLA was agreed in 2018, significant progress has been made in developing the terms and conditions of Dutch cabin crew. However, almost eight years later, there are still very limited hard contractual protections regarding roster stability.

We believe the time has come to address this.

VNC fully recognises that aviation is a dynamic operation and that operational flexibility is necessary. However, this flexibility must have reasonable boundaries. A published roster should provide employees with a meaningful degree of certainty and allow them to organise childcare, appointments, family life and other commitments outside work.

This is also increasingly important for retention. Sustainable employment is not determined by remuneration alone. The ability to combine a career in aviation with a sustainable private life plays an important role in retaining experienced employees.

It is equally relevant to easyJet's position and reputation as a socially responsible employer. After almost eight years of collective bargaining in the Netherlands, we believe roster predictability should now form a mature and enforceable part of the CLA rather than continuing to depend primarily on operational practice and flexibility from employees.

Our objective is not to remove the flexibility required to operate an airline, but to establish reasonable boundaries around that flexibility. Wherever disruption can reasonably be anticipated, we believe resilience should increasingly be designed into the operation rather than achieved through repeated changes to employees' published rosters.



VNC therefore proposes:

±2-hour roster protection

Once a roster has been published, any change to a scheduled duty, whether made in advance or as a Short Notice Change, must remain within a -2/+2 hour window of the originally published duty. A duty may therefore start no more than two hours earlier and/or finish no more than two hours later than originally rostered.

This protection establishes a clear boundary around roster changes and ensures that employees can reasonably rely on their published roster when planning their private lives.

Short Notice Change refusal and compensation

Introduce the right to refuse up to four Short Notice Changes per calendar year.

Where an employee accepts a Short Notice Change, a Short Notice Change payment will apply. Once an employee has used all four refusal opportunities, the Short Notice Change payment will continue to apply to any subsequent Short Notice Changes, irrespective of the fact that the employee no longer has a remaining right of refusal.

REST following designated challenging duties

A designated REST day should follow particularly challenging duties, initially including Hurghada and Sharm El Sheikh. Other routes or duties may be added by agreement where their duration, timing or operational characteristics justify additional recovery.

Roster Lock Days

Introduce 8 Lock Days per calendar year, allowing employees to protect an originally published duty from subsequent roster changes. These days are intended to allow employees to safeguard important commitments such as childcare arrangements or appointments.

Designated standby coverage

Introduce designated standby duties specifically intended to provide operational resilience for layover flights (SID) and Red Sea destinations. Predictable disruption associated with particular operations should, wherever reasonably possible, be supported through planned standby coverage rather than changes to other employees' published rosters.

Airport Duty (ADTY)

Review the current use of Airport Duty, particularly:

- the maximum number of consecutive ADTY duties that may be rostered; and
- the possibility of shortening the ADTY period when an operating duty has already been allocated before commencement of the airport standby.

VNC would also like to discuss further measures aimed at reducing the frequency and impact of repeated elongated duties.



>> Duration

VNC proposes a CLA with a duration of two years.

Pay and Structural Reward

Pay remains our second major priority. Our objective is to protect purchasing power while providing employees with structural real-wage progression.

Basic and variable pay

VNC proposes a structural increase of:

CPI + 2 percentage points on all pay components, subject to a minimum increase of 4%

A structural increase of CPI + 2 percentage points on all pay components, based on the twelve-month average Consumer Price Index (CPI), all expenditure categories, as published by Statistics Netherlands (CBS):

- the latest available figure published by CBS in October 2026, effective 1 January 2027; and
- the latest available figure published by CBS in October 2027, effective 1 January 2028.

Pay scales

VNC proposes adding two additional annual pay levels for both FA and CM. (following the same progression methodology as the existing annual levels)

Continued progression rewards experience and loyalty while providing employees who have reached the top of the existing scales with further perspective. This also supports our broader objective of retaining experienced cabin crew in Amsterdam.

Structural year-end bonus

VNC proposes replacing the current performance-dependent Stretch Bonus with a structural year-end bonus of 8%.

The bonus should no longer depend on company performance targets but become a predictable and transparent element of annual remuneration, paid at the end of the year.

Review of Disruption Payment Policy

VNC proposes a review of the current Disruption Payment policy to ensure compensation better reflects the actual disruption experienced.

Currently, when a four-sector duty is heavily disrupted and the final two sectors are cancelled, employees can lose both the Sector Pay for those sectors and the Disruption Payment that may have applied had the sectors been operated, despite being away for a similar amount of time.

We therefore propose reviewing the qualifying criteria and calculation of Disruption Payment to prevent such disproportionate financial outcomes.

Staff Travel Allowance

VNC proposes an annual €200 Staff Travel Allowance per employee, which can only be used towards booking staff travel tickets. This would provide a tangible benefit to employees while ensuring the allowance is directly linked to travel on the easyJet network.

VNC would also like to discuss the affordability of the current Staff Travel arrangements.



>> Pay Progression upon Promotion to CM

VNC proposes that promotion from FA to CM results in a minimum 7.5% increase in Basic Pay. Where the applicable CM pay level does not provide this increase, the employee will be placed on the first CM pay level that does.

This ensures meaningful financial progression upon promotion while maintaining further annual progression based on experience within the CM rank.

Travel Allowance

VNC proposes replacing the current reiskostenforfait with a net travel allowance.

The current system should be replaced by a transparent arrangement providing employees with a net reimbursement of commuting costs within the applicable tax framework.

Inclusive Employment and Life-Event Policies

VNC recognises that Dutch legislation already provides important protections in this area and that, in our experience, easyJet has approached individual circumstances relating to pregnancy, fertility treatment, surrogacy, gender transition and different family compositions with understanding and support.

However, employees often only discover what support is available once they find themselves in such a situation.

We therefore propose developing and publishing clear guidelines covering, among other matters, pregnancy, fertility and IVF treatment, surrogacy, gender transition and different family structures, including rainbow families.

The objective is to give employees a framework they can consult before starting or entering such a journey, setting out the support, flexibility, leave arrangements and processes they can reasonably expect.

Where appropriate, these policies should be incorporated into or referenced by the CLA, providing employees with greater transparency and consistency while preserving the supportive individual approach that has worked well in practice.

Completion and Publication of the CLA

A collective labour agreement only provides meaningful certainty when employees have access to a complete and current version of it.

VNC therefore proposes that, following final agreement between the parties, the complete and consolidated CLA shall be finalised, signed and published within three months.

Working Together

This proposal represents a deliberate prioritisation by VNC.

Our members have not asked us simply to maximise the financial value of the next CLA. Their feedback demonstrates a strong desire for greater control, predictability and sustainability in their working lives. Our proposal reflects that mandate.

We believe that meaningful roster protections, combined with fair structural remuneration and modern employment policies, will contribute to employee retention, engagement and a sustainable future for easyJet's Amsterdam cabin crew community.



>> We recognise the operational realities of aviation and approach these negotiations with the intention of finding solutions that work for both employees and the company. At the same time, after almost eight years without meaningful hard roster protections in the cabin crew CLA, we believe this negotiation round represents the right moment to make a structural step forward.

We look forward to a constructive negotiation process.

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

Sincerely,

A handwritten signature in blue ink, appearing to read 'Farah van Keeken', written in a cursive style.

Farah van Keeken
President easyJet section VNC

A handwritten signature in blue ink, appearing to read 'Dino Brunst', written in a cursive style.

Dino Brunst
Board member easyJet Section VNC