



Mr. Jim Pegram
Director Safety, Security & Compliance
easyJet Airline Company Ltd
Hangar 89
London Luton Airport
LU2 9PF
United Kingdom

10th July 2020

Dear Jim Pegram,

This letter comes after the ones you have received from our fellow colleagues in the UK and other countries where easyJet has based crew.

Our intention is to express our opinion and worries on the situation that has arisen in easyJet in relation to Safety Security and Compliance and ask for some clarifications and feedback from you on the following.

- Change in safety management reporting line
- Safety department resource removal
- Use of sickness and fatigue data in a redundancy matrix in the UK

Change in Safety Management Reporting Line: Ref email COO P. Bellew 12/06/2020

SNPNC shares the same thoughts as BALPA « *Dealing with the structure first, this move from best practice, as indicated by the regulator, to a situation where a top-level manager, with an overwhelming commercial bias, has a direct input into safety, seems hard to justify, even at the best of times, but in the novel environment it seems on the face of it to be real cause for concern.* »

Can you provide us with the thinking behind this and how it will improve safety according to easyJet ?

SAFETY DEPARTMENT RESOURCE REMOVAL

Once again, SNPNC supports BALPA's feedback "*While the company performance demands are significantly higher today than in the past, and systems more complex, the dated concepts on which easyJet's flight safety management has its foundations have now produced a brittle system. Given the current pandemic and commercial onslaught our system, as other easyJet's Unions already pointed out, we also feel it is unlikely to contain the resilience needed to absorb these likely pressures. At the same time easyJet is removing resource from all safety functions.*

Safe operations and economic survival, should not lead to any reduction in human and organizational factors.

Can you provide evidence of the risk assessments and considerations made to allow this reduction in resources, without adding additional risk to our Company Operations ?"

POTENTIAL USE OF SICKNESS AND FATIGUE DATA FOR REDUNDANCY MATRIXES

We have been made aware that the Company has presented their plans for a redundancy matrix in UK, with a potential use of sickness and fatigue data, that, if confirmed, will have a huge influence over the system and will compromise Safety.

Can we have testimony from the accountable manager that the decision to use sickness & fatigue data in a redundancy matrix will be applied to easyJet's Air Crew ? In case this is confirmed, according to you is this a safe and acceptable decision ?

In France this despicable matrix, based on discriminatory grounds would be illegal, and, even if this was not directed to France, in case this is confirmed, we will then fight alongside our colleagues against it... We are all in this together and crew alongside with unions are eventually extremely united all across the network.

Looking forward to hearing from you soon,

Yours sincerely,

SNPNC Senior Reps.
Jean-Philippe BARRA
William BOURDON
Laurent NICOLAS

CC Deborah GUERECA / Stuart MacDonald