



11/08/2023

AUGUST 2023 BILATERAL MEETING

Dear Colleagues ,

We have met the company yesterday to talk about the following points:

UPDATE ON IT IMPROVEMENTS FOR THE ANNUAL LEAVE SYSTEM 2024

As you know , we were unhappy with the way the company implemented the main holiday obtained through the cla. The company had admitted that it had not been good enough and were trying to find solutions with IT.

We were informed yesterday that the company will issue a memo in advance to explain how to ask for this main holiday, and their idea is to have people apply for it via a QR code. The main holiday will then be added manually.

We expressed our disappointment and commented this solution was not satisfactory for us. The company said this was an intermediate solution while they consider a permanent IT solution.

UPDATE ON WINTER JACKETS BEING ISSUED TO NEW JOINERS INSTEAD OF RAINCOATS

EBM David Kennedy insisted than rain coats are part of the uniform unlike the winter jacket. This seems to be the final decision. We are very disappointed by this, especially as in a previous meeting EBM Sayuri Karasuda had said they were working on this. We have spoken with the German and Belgian unions about this and will try to do something about it together.

Nevertheless, David Kennedy confirmed that in winter crew who have ordered a winter jacket and are still waiting for its delivery may wear a classical coat without fear of grooming discrepancy.

EXPLANATION ON DEDUCTIONS AND PAYMENTS FOR SICKNESS

The company explained that while they had started to apply the method of SUBROGATION (where the company pays the cpam part and is then reimbursed by CPAM), they had to stop due to issues between the company and CPAM over bank accounts. For the moment we are back with the old method of payments by CPAM.

Regarding the method for deductions and payments, it has been explained and we find it correct. However, looking at some payslips we have found there are mistakes and have alerted the company. We will organise a visio this Tuesday (at 14:00 and 16:00) to explain it to you.

REGARDING ISSUES OVER ABSENCE REPORTING VIA VPOS

To be honest, we did not understand David Kennedy's answer. We encourage you to report issues that you experience with this new system. You can of course keep sending your arrets de travail to certificates@ryanair.com which works fine.

REPORT TIME IN BVA

We have explained to the company the issues some crew experience with an unreliable bus service. The company cannot and will not modify the report times but has said they will try to be understanding with lates arising from this. Let us know if it is indeed the case.

SWAPS BEWTEEN ADHOC's AND PU

The company confirmed that swaps between adhoc crew and pu cannot be accommodated. The company accepts swaps between ranks and an adhoc is a junior with an additional qualification. They explain this by the fact a PU might have supernumeries, or a line check to do and if they did accept those type of swaps it could create operational issues.

PAYMENT FOR UNION DAYS

As you may be aware, union days your delegates take are not paid. We have been pushing to solve this, as this affects us negatively. The company has sent us a proposal. We are due to discuss it this Monday but at the moment it is not satisfactory.

End of meeting

We take this opportunity to remind you that we are thinking about the next professional elections in January 2024. We have more crew and more bases than the last time the elections took place which means there will be even more seats on the SOCIAL AND ECONOMIC COMITEE.

If any of you are interested in trying to help your colleagues, improve our conditions etc...please contact us. On this subject, we must point out we have received no feedback from Marseille base. Marseille is the biggest base in France, and it would be helpful to have delegates from there. Being a member of the CSE you have 4 union days that you can take per month to address issues we experience. It is an interesting and worthy endeavour.

Please contact Marta or Damien if you feel up to it.

**Thank you,
Your SNPNC Team**