



Thursday, 05 July 2018

Mr Eddie Wilson
Chief People Officer
Ryanair
Airside Business Park
Swords
Co. Dublin

Dear Eddie,

Thank you for your letters dated 03 and 04 July 2018.

By way of IALPA/Forsa letter dated 17 May 2018 you were first notified of our intention to ballot our members for industrial action if we did not receive a positive response to the 11 minimum requirements for a Seniority Agreement by 24 May 2018, as proposed in our letter of that date. IALPA/Forsa is therefore at a complete loss to understand your surprise at the receipt of the Notice of Industrial action that was served on you Tuesday (03 July), given our most recent correspondence.

That letter also requested a meeting to negotiate and agree a seniority system and associated agreements to form part of our members' terms and conditions of employment. At every stage we have consulted our members and they took the decision to proceed with the ballot and serve notice because they have seen no evidence whatsoever on the part of Ryanair management to engage in meaningful negotiations with a view to reaching agreement on the issues they have presented to the company.

In the view of our members, as reflected in the overwhelming majority who voted in favour of industrial action, your response falls far short of what is required to reach agreement. The response from members based on all of your letters is that it is once again an attempt by the management to avert a dispute but with absolutely no intention of negotiating on what are considered to be very reasonable requirements.

As indicated in numerous previous letters, we are, and have always been, willing to meet you (subject to rostered duties) to discuss the issues, but the notice of industrial action stands and it is the position of IALPA/Forsa that the 24 hour stoppage will only be averted if agreement is reached on the 11 minimum requirements in a Seniority Agreement.

We have consistently suggested a neutral venue which we will pay for and it is beyond anyone's understanding why you will not simply agree to this. It is yet another example of a Ryanair view which is "its either our way or no way".

If you are genuinely serious about engaging in meaningful negotiations can you confirm that you will meet at a neutral venue and more importantly that at the meeting you will respond positively on the 11 minimum requirements for a Seniority Agreement contained in our letter dated 17 May 2018.

That at least might give the members some indication that you will actually engage in a meaningful negotiation and not once again present them with a "take it or leave it" offer at the 11th hour.

For the record our members have requested that we confirm that IALPA/Forsa has never agreed a 20% pilot pay increase this year with Ryanair. You are well aware that this assertion is simply untrue.

Yours sincerely,



Ms Angela Kirk
National Secretary
Forsa

CC IALPA Members in Ryanair