

To; All Fiumicino Based Pilots

12th Dec 2017

Ladies & Gents,

You may be aware that Italian ATC Unions have called yet another strike Fri 15th December between 13:00 – 17:00 local at most Italian airports. We have not yet decided what flights, if any, will be affected.

We have also received a letter (attached) from the Alitalia Pilots Union (ANPAC) threatening industrial action by Ryanair Pilots at our Italian bases, unless Ryanair recognises the Alitalia Pilot Union. This simply will not happen and so any such action is doomed to fail.

If any Fiumicino pilots support this Alitalia pilot organised industrial action, then we intend to meet this head on. If any such action occurs, then we must assume that these Fiumicino pilots – for the moment – no longer wish to deal directly with Ryanair and we will withdraw those benefits which are dependent on our direct dealing collective agreement. This means that these pilots in the Fiumicino base will - until further notice - be frozen with no promotions for FO's or SO's, and no transfers facilitated out of base. The 5/4 roster and the annual allowance (€6,000 for Captains / €5,500 for FO's) will cease immediately (as provided for in our Fiumicino Base agreement). We may in due course be forced to look at rebasing some Fiumicino aircraft to lower cost airports elsewhere in Italy or Europe where our pilots continue to deal directly with us but, we will NOT be dealing with Alitalia pilots / unions no matter how much or how long any such ANPAC led action will occur.

Following recent negotiations with ERC's across our network over 30 of our bases, including a number of Italian Bases – most recently the Bergamo Training base - have approved improvements to their collective agreements voting in secret ballots at their bases.

As a result, Ryanair Pilots at these 30+ bases (including a number of Italian bases) received from November;

- Pay increases of €20,000p.a for Captains and €10,000p.a for First Officers.
- Increases in their pension contributions.
- Line Training Captain Allowance increases.
- TRE Captain Allowance increases.
- Continuation of their fixed 5 on 4 off roster, delivering a double bank holiday every week.
- Favourable Italian Tax deal (Art 51.6) on domestic flights to increase net pay.

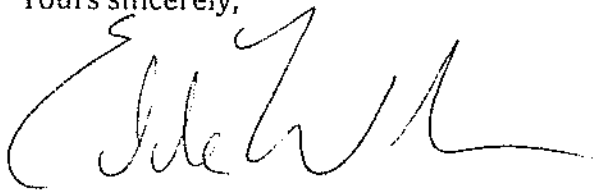
Pilots at Fiumicino through their ERC can also share in these substantial pay increases as many of your colleagues have at other Italian Bases. These increases will put Fiumicino Captains in excess of 20% ahead of the LoCo competitors and our Fiumicino Training Captains on the new deal will be earning over €180,000p.a.

Every pilot who joins Ryanair clearly understands that we do not negotiate with Pilot Unions, instead we have a sophisticated and long-established system of collective bargaining which was endorsed by the Irish Supreme Court back in 2007.

We remain available to meet with the Fiumicino ERC or your pilots to agree these pay increases for Fiumicino and we are surprised that the ERC has chosen not to engage with us yet, since we won't be dealing with Alitalia Pilot Unions. It is no surprise that the Alitalia Pilots are encouraging Fiumicino Pilots to reject a 20% pay increase, given their role in the bankruptcy of Alitalia. The Fiumicino ERC's failure to engage has already cost Fiumicino pilots their increases in November worth over €1,600 per Captain. Why are you losing money because your ERC won't engage?

Sadly, Fiumicino Pilots it seems are being misled by Alitalia Pilots into possible industrial action. This may be the first time in Italian history that a group of Captains earning between €150,000 to €180,000 considers industrial action instead of a 20% pay increase at a time when ANPAC are negotiating redundancies and pay cuts at Alitalia.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Eddie Wilson', written in a cursive style.

Eddie Wilson
Chief People Officer