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**DUBLIN ERC: David Saunders, Frank O'Brien, Robby Garland,
Robin Kilroy, Michael Healy**

CC: All DUB Pilots

6th Dec 2017

Ladies \ Gents

We have received a letter (attached) from an Aer Lingus pilot, on behalf of the Aer Lingus Pilots Union, threatening industrial action by Ryanair Pilots in Ireland at Dublin, unless Ryanair recognises the Aer Lingus Pilots Union. **This simply will not happen.**

If Dublin Pilots support this IALPA organised industrial action then we intend to meet this head on. If any such action occurs, then we must assume that Dublin 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 the Dublin base will - until further notice - be frozen with no promotions for FO's or SO's, no transfers facilitated out of the base. The 5/4 roster, the recent €10,000 base allowance and the annual allowance (€6,000 for Captains / €5,500 for FO's) will cease immediately (as provided for in our Dublin Base Agreement). We may in due course be forced to look at rebasing some Dublin Aircraft to lower cost airports elsewhere in Europe where our Pilots continue to deal directly with us but, we will NOT be dealing with Aer Lingus Pilots or their union no matter how much or how long any such IALPA led action will occur

Following recent negotiations with ERC's at our Belfast, Cork and Shannon bases, Pilots at 3 of our 4 Irish bases have now approved amendments to their collective agreements voting in secret ballots at their bases.

As a result, Ryanair Pilots at Cork, Shannon and Belfast received from 1 Nov last;

- Pay increases of €22,000p.a for Captains and €11,000p.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, delivering a double bank holiday every week.

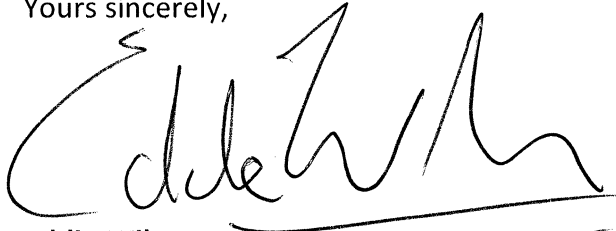
Pilots at Dublin through their ERC can share in these substantial pay increases as your colleagues have in Cork, Shannon and Belfast already have. These increases will put Dublin Captains 22% ahead of the LoCo competitors at Dublin and some Dublin Captains on the new deal will be even further ahead with Training Captains **earning up to €193,000 pa.** Everyone 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 when IALPA last tried to impose Union recognition back in 2007. They failed then and they will fail again now.

We remain available to meet with the Dublin ERC to discuss these pay increases for Dublin, and we are surprised that you have chosen not to engage with us yet given that we won't be dealing with Aer Lingus Pilots \ Unions, or anyone other than the Dublin ERC. It is extraordinary that this same Aer Lingus Pilot Union is recommending a 3% pay increase to Aer Lingus Pilots while they encourage Ryanair Dublin Pilots to reject a 20% pay increase. The Dublin ERC's failure to engage has already cost Dublin pilots their increases in November worth over €1,000 per Captain.

Sadly, Dublin Pilots it seems are being misled by Aer Lingus pilots into possible industrial action. This may be the first time in Irish history that a group of Captains earning between €150,000 to €190,000 considers industrial action instead of a 20% pay increase at a time when IALPA can only deliver a 3% increase in Aer Lingus.

Yours sincerely,



Eddie Wilson
Chief People Officer

Dublin Captains			
Pay deal	Norweg	RYR CPT	RYR TRE CPT
Basic	€ 92,400	€ 84,650	€ 84,650
Productivity	€ -	€ 12,000	€ 12,000
Sector pay	€ 31,000	€ 45,500	€ 53,479
Training Supps	€ -	€ -	€ 28,858
Expenses	€ -	€ 6,000	€ 6,000
Pension	€ 4,600	€ 8,000	€ 8,000
	€ 128,000	€ 156,150	€ 192,987



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04 December 2017

Mr Michael O'Leary
CEO
Ryanair
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RE: Trade Dispute between IALPA (Branch of IMPACT Trade Union) and Ryanair

Dear Michael,

I refer to IALPA (a branch of the trade union IMPACT) letter of 17 November 2017 and the Ryanair response of 24 November 2017 (signed by Mr Eddie Wilson Chief People Officer Ryanair). I am disappointed at your continued failure to engage in negotiations with the EERC (European Employee Representative Council) in order to resolve the very obvious issues related to pilot pay, terms and conditions of employment.

I am now calling on you to directly engage with IALPA (a branch of the trade union IMPACT) and enter into negotiations with us on all aspects of pay, terms and conditions of employment for pilots directly employed by Ryanair in Ireland.

I must also put you on notice that if Ryanair fails to do so, we reserve the right to ballot our members for industrial action up to and including strike action without any further notice to you. I regret the necessity to write in such blunt terms - however Ryanair's ongoing refusal to address these issues with us leaves us with no other option.

Please feel free to contact me at any time if you would like to discuss these matters either on or off the record.

Yours sincerely,

Captain Evan Cullen
President, IALPA Branch of IMPACT

CC: Ryanair Board of Directors