

We the crew, currently across 86 bases in 21 countries, who operate Ryanair flights and carried 130 million passengers across the network last year demand-

For cabin crew

On economic conditions

- A fair living wage that reflects the work we do
- Seniority pay
- Compensation for disruptive schedules and last minute duty changes
- End all the extra costs that we incur on our job- like water, food, uniforms, calling crew control
- Parity in living standards across bases
- Unpaid leave
- A fair, universal pension scheme

On safety and rostering

- Training on FTLs
- Stability on rosters
- Predictable working hours
- Preserving minimum rest periods in line with EASA regulation

On a fair and supportive work culture

- Fair system for base transfers, promotion and disciplinaries- it should not be based on sales
- Advance warning on changes in operations like base closure
- Easier access to crew control
- Prioritise seniority and safety
- Not being forced to open an Irish bank account

On agency employment

- Equity in standards across employers
- Fixed period for agency employment
- Towards the abolition of agency employment

On national contracts

- Employment contracts of all crew must explicitly recognise that national law and jurisdiction in the country of the home base applies
- The employment contract must be available in the language crew requires

Ryanair Crew Charter

#cabincrewunited

On sickness

- Sick pay
- No pay deduction
- Easier process for reporting sick (translation, calling crew control, report at base, fax)
- Privacy around illness

On sales

- End the pressure
- No individual sales commission- crew should not compete with each other
- Sales commission divided by four cabin crew
- Should not be the basis for promotions/ transfers/ disciplinaries

For ground staff

- A fair living wage that reflects the work we do
- Better working conditions at least in line with the average of the ground handling sector
- Reduction in the yearly hours of work
- Develop and implement a health and safety policy with consultation from our trade union
- Transfers on to permanent contracts