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FSC-CCOO and Ryanair sign new agreement to improve cabin crew pay and conditions in Spain

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Ryanair, the number one airline in Spain and Europe, and CCOO, the country's largest and most representative union, have signed a new collective bargaining agreement to deliver significant pay and conditions improvements for Ryanair cabin crew in Spain, which include:

- Significant pay increases, especially for junior crew
- Regular annual pay increases for 3 years to Apr 2025
- More guaranteed fixed pay, instead of variable
- New pay structure with pay progression based on years of service
- A fixed schedule of 5 working days and 3 rest days: the best cabin crew schedule in European aviation
- Full guarantee of the most beneficial condition for CCOO affiliates

Ryanair's and CCOO's commitment to Spanish cabin crew is strengthened by this long-term agreement, which delivers significant additional pay increases and pay structure improvements for all levels of cabin crew, especially for junior cabin crew. Ryanair carries more than 50 million passengers a year to/from Spain, generating €14.6 billion in the Spanish economy, and more than 300,000 jobs across Spain.

Both CCOO and Ryanair have committed to negotiate a full collective agreement (Convenio Colectivo) by October 2023.

Ryanair's People Director Darrell Hughes said *"We are pleased to announce this new collective agreement for our Spanish cabin crew with CCOO, the country's largest and most representative aviation union. We are very proud of the hard work and exceptional service delivered by our cabin crew every day in Spain and we are pleased to be able to work with CCOO to deliver these major improvements to cabin crew's pay and conditions which will provide stability and ongoing improvements over the next 3 years."*

For his part, the secretary general of the FSC-CCOO Air Sector and Touristic Services, Jon Herrera González, said *"we are very satisfied to put at disposal of the cabin crew of Ryanair a new agreement with the airline, as it improves substantially both the economic and social conditions of this collective in Spain. We consider that the approaching between CCOO and Ryanair is a big step thanks to which we can achieve a future CLA in which all the necessary measures to achieve the stability of the labour conditions of this collective will be made effective."*

ENDS

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