

Dear Ryanair members,

first of all I wish to thank you for the incredible support we are receiving in these days; we don't talk any more of "dozens", but "hundreds" of crews in very few days.

This is an incredible achievement that you have to be proud of, and is a clear signal to who is willing to continue to treat the Ryanair crews as people unable to think with his own head.

It come to a surprise understanding that a very senior manager is thinking this momentum is created from people willing to destroy Ryan because they belongs to other business or companies: we have to be crystal clear on this issue: you have to be proud of your company, that managed to be successful and provided very good money to the share holders because you

were successful delivering the product

(punctuality, safety, reliability) regardless of the attitude demonstrated on your direction, that becomes any day more evident by the disruptions and unfortunately by some tax offices around Italy who started to exanimate the legality of certain very fanciful ways of contracting crews.

It is worth noting that one of your competitor (Norwegian) just signed a competitive CLA (collective labour agreement) with ANPAC without industrial actions, without disruption; we started without being recognised and after few months we delivered the CLA. Their crews from now on will have what is legally expected in Italy, having a direct transition in the national welfare system and without having to hire consultants to get rid of incredible problems caused by contracts clearly created to make somebody in Dublin happy, but leaving you in troubles without proper advice.

Nobody is patronising or willing to lead any of you: would be useless, not appropriate and would be an unacceptable mistake; you will choose your representative and the action plan as soon you will be enough to do it; according to the numbers of the last days it will happen quite soon.... for the moment just do what you are doing; respect your contract and days off, keeping to talk each other with respect and without fear.

Be Unite and you will lead your future.

Andrea Gardini

President