

REF: EW/101876

15 Dec 2017

Mr Riccardo Canestrari
National Pilots Coordinator
ANPAC
00054 Fiumicino
Via Andrea Mantegna, 8
Italy

Sent by email: segreteria@anpac.it

Re: Notice of Industrial Action

Dear Mr Canestrari,

Your letter of 1 December refers.

In order to prevent any disruption, or threat of disruption, to our customers flights during 15 December or in Christmas week, Ryanair is willing to enter talks with ANPAC which will lead to an agreement to recognise ANPAC as the representative body for pilots at Ryanair's Italian bases. We understand that an ANPAC Ryanair Company Council has been formed for this purpose and we are willing to meet with this group (together with officers of ANPAC as long as they are not employees of competitor airlines) to agree this process for recognising ANPAC.

Please confirm by return when you wish to hold these discussions which will we believe lead to agreement to your request that we recognise ANPAC. Please also confirm that the threat of industrial action and/or disruption to our customers flights on 15 December or during Christmas week has now been withdrawn.

Yours sincerely,



Eddie Wilson
Chief People Officer

Prot. 2017/RYR/1170

Fiumicino, 15th december 2017

Da: ANPAC

A: CPO Ryanair DAC
Mr Eddie Wilson
Airside Business Park - Swords - Co Dublin – Ireland

p.c : Ryanair Limited
Piazza della Repubblica, 24
20124 Milano

English text at the bottom

Oggetto: Vs lettera del 15/12/2017 rif. EW/101876

Gent.mo Mr Wilson,

riceviamo con piacere la Vs lettera del 15/12/2017 rif. EW/101876.

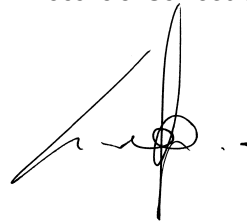
Desideriamo confermare che le richieste ANPAC alla base dell'azione industriale riguardano il riconoscimento dei rappresentanti ANPAC finalizzato alla negoziazione di un Contratto Collettivo di lavoro su base nazionale.

Con la presente confermiamo sin da ora la disponibilità ad un incontro a Roma per il 18 o il 19 dicembre, o in una data a voi più congeniale nella prossima settimana, avente come agenda i punti sopraesposti.

Vi preghiamo di confermare a stretto giro la convocazione della riunione per poter sospendere l'azione di sciopero programmata per oggi.

Cordiali saluti,

National Pilots Coordinator
Riccardo Canestrari



Rif.: your letter dated 15/12/2017 ref. EW/101876

Dear Mr Wilson,

we are pleased to acknowledge your letter dated 15/12/2017 ref. EW/101876.

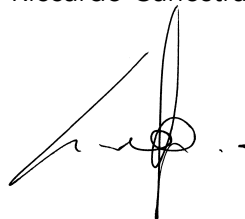
We wish to confirm that ANPAC requests leading to today Industrial Action involve both the ANPAC representatives recognition and negotiation of a Collective Labour Contract at national level.

We confirm since now that we are available for meeting you in Rome on day 18th or 19th December 2017, or a different date in the next week that you may prefer, with above mentioned issues included in the agenda.

Please confirm the above by return in order to be available for immediately suspend our industrial action.

Yours sincerely

National Pilots Coordinator
Riccardo Canestrari



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National Pilots Coordinator
ANPAC
00054 Fiumicino
Via Andrea Mantegna, 8
Italy

15 Dec 2017

Sent by email: segreteria@anpac.it

Dear Mr Canestrari,

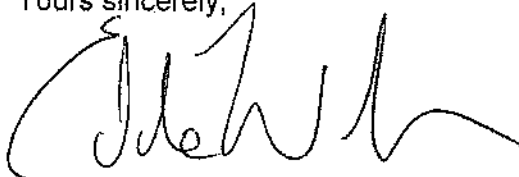
Your letter of 15 Dec refers.

Regrettably we are already committed to a series of meetings next week and we will not be in a position to travel at short notice to Italy. We would be happy to welcome ANPAC to our Dublin Office on Wednesday 20th Dec if you are available to travel? Alternatively, we will be willing to meet you in Rome in early January, if you would please suggest some dates that would be convenient for you.

We confirm that these discussions will include the recognition of ANPAC as the representative of Ryanair pilots, a Collective Labour Agreement and any other issues of collective concern to Ryanair pilots in Italy.

We look forward to hearing from you regarding a meeting either next week in Dublin or in early Jan in Rome.

Yours sincerely,



Eddie Wilson
Chief People Officer

Fiumicino, 15th december 2017

Mr Eddie Wilson
Chief People Officer
RYANAIR
Airside Business Park
Swords, Co. Dublin
Ireland

Dear Mr Wilson,
thanks for your reply.

Unfortunately we will not be able to attend in Dublin on December 20th due to previous planned meetings.

We will be glad to meet Ryanair delegation in Rome on one of the following proposed date of January 2018 :

- Monday 8th or Tuesday 9th
- Monday 15th or Tuesday 16th

I take this opportunity to inform you that ANPAC delegation will be composed by a maximum of three Ryanair pilots members of the Company Council, our principal negotiator and a lawyer.

Waiting for your kind reply,
yours sincerely

Riccardo Canestrari
Pilots National Coordinator
