



## ETF solidarity with ver.di Cabin Crew in Germany

For years, cabin crew from Malta Air (a subsidiary of Ryanair Holdings) have been fighting for social dialogue in Ryanair in Germany. This has culminated in a change in law granting aviation workers in Germany the right to have a Works Council. In recent weeks, these workers have taken the initial legal steps to establish the first Works Council in the German network.

This is a very big step for the workers, and it delivers a strong symbolic message after a challenging summer, where aviation recovered from the crisis at the workers' expense. Throughout this period, cabin crew were working at full capacity to cover the staff shortages while being under extended COVID-era pay cuts.

As expected, the reaction of Malta Air's management against the Works Council came promptly and aggressive, first declaring the process illegal, then dragging the workers' union ver.di to court on the basis of a dispute over the company's place of business despite the company being a well-established player in the German aviation market for many years.

The fight to get a Works' Council continues and yesterday had its second court case in only two days as the company continues its aggressive attack. Given the company's stance, it is hard to foresee a positive outcome in the near future for the Malta Air employees without a protracted legal, social and political fight.

Through intimidation, Malta Air is trying to boycott the elections, clearly attacking the right of workers to create and choose their own representation, all the while falsely claiming their compliance with the local legislation. It is necessary to the company that their recent claims to be engaged in social dialogue has to be followed by real willingness and actions, and that democratic representation does not allow the company to pick and choose which law to apply and which one ignore as is convenient.

It is time Malta Air shows its workers in Germany that the company has changed in these last years of talks with ver.di and workers delegations, and that they are learning the importance of respecting the democratic initiative the law is providing workers to enhance social dialogue and to reach better working conditions.

In light of these events, the ETF wants to show our solidarity to the German Ryanair network, who bravely decided to establish a workers' representation in one of the strongest anti-union companies in the world.



We expect a mature response from Malta Air within the next weeks and we will keep cooperating and standing with ver.di in this struggle.

The time has come for Ryanair to change its historically aggressive approach to worker relations and become a modern company, with proper social standards and fair social dialogue.