

Minister Paschal Donohoe  
Department of Transport, Tourism & Sport  
Kildare Street  
Dublin 2

26 May 2015

Dear Minister,

I refer to the query that I received this morning following your meeting with Trade Unions representing Staff in Aer Lingus and would like to take the opportunity to clarify the Aer Lingus position.

Aer Lingus' strong preference is to utilise direct labour wherever this can be done efficiently and effectively. We have consistently demonstrated an ability to achieve this goal. In addition, our clear preference, and practice over many years, is to restructure only as required and in a way that avoids compulsory redundancies.

Furthermore, we confirm that the use of Irish crew bases is Aer Lingus' model today and will remain our preferred operating model provided that Aer Lingus continues to be competitive and efficient (as it is today).

We believe that the collective agreements that we currently have provide flexibility and mobility across our workforce without unduly restricting other possible approaches. Having clear registered employment agreements that safeguard the respective interests of employees and the company is mutually beneficial. In this regard we have committed to expanding the scope of these registered employment agreements where appropriate to include staff groups not covered by the current agreements.

The IAG model is that all employment and union relations issues are strictly the responsibility of the operating companies within the IAG Group. As such Aer Lingus will engage in a process of consultation governed by agreed structures with our staff and their representatives when any restructuring is required and we do not foresee a likelihood of either compulsory redundancy or non-direct employment.

Finally, I would like to emphasise that the IAG proposal brings a significant opportunity for growth that is in both the interests of employees and the company.

I trust this clarifies the Aer Lingus position but if you have any queries please do not hesitate to contact me.

Yours sincerely,



Stephen Kavanagh  
CEO