

# HOP!



## Communication à tous PNC HOP

Chers(ères) collègues,

Dans le contexte actuel de dégradation des plannings PNC, et en l'absence de réponses adaptées de la Direction de HOP aux PNC dans leurs difficultés croissantes sur le terrain, nous ne pouvons-nous limiter à des discussions avec la Direction de HOP, qui préfère ignorer nos demandes et s'orienter vers une productivité encore accrue.

Nous souhaitons vous communiquer le dernier Email adressé à M. Oltion Carkaxhija (senior Vice President transformation), de la Direction de M. Ben SMITH.

Nous avons sollicité un rendez-vous urgent avant le 20 mai prochain pour aboutir sur les points évoqués, d'autant que certains de ces sujets sont à négocier directement avec la Direction d'AIR FRANCE. La suite que nous donnerons au préavis de grève des 25 et 26 mai 2019 dépendra de cette rencontre.

Votre équipe SNPNC



May 1, 2019

Dear Mr. Carkaxhija,

Thank you very much for your email.

We are in complete agreement with you when you say that "strikes do not help our brand image and damage what we are trying to construct", but the situation has become serious.

We must inform you that there is the general feeling on the part of the vast majority of cabin crews of HOP that working conditions are degrading. Many HOP PNC regularly work 6 days in a row, with 4 flights a day, which is a huge strain on them (we have witnessed an increase in medical restrictions and sick leave rates). This situation cannot go on much longer without corrective action.

We are especially concerned about the short flights with two classes (Business and Economy) from Charles de Gaulle airport, operated with 2 PNC for 100 passengers. It is really not possible to provide good service to our Business and Economy passengers with only 2 PNC in 45 minutes of flight time (London, Basel from CDG). Even with their excellent skills, our PNC cannot endure such an intense workload over the long term while still giving the reliable service that Business passengers expect.

As we previously explained to you in French in our warning ( préavis ) of April 17, 2019, we are concerned about the apparent absence of seriousness on the part of our Management, which is constantly changing its position on topics at every meeting. It is impossible for us to engage in constructive negotiations for the amendment N4 under these conditions.

Furthermore, our Management keeps degrading our PNC HOP agreement due to their lack of respect for it:

- Management does not respect planning objectives stated in the agreement: 1) a limitation of 5 days ON, and 2) respect for the principle that days OFF or weekends OFF should not have any late activity (after 5:30 PM) before the day or weekend OFF, or no early activity (not before

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9:30 AM) after the day or weekend OFF.

- Another point of contention is that Management wants to take away the PNC's two "bonus" programmed days (journée Bonus Programmée) which were not supposed to be included in the 12 monthly days off (same application as in the previous Regional agreement).

In addition, since December 2018, Management has stopped paying PNC saving account days (Compte Epargne Temps in French). Previously, this practice generated extra hours over the guaranteed monthly minimum wage. The PNC have still not been paid for it yet.

We also need to find solutions with the Management of Air France on these 2 issues, which HOP PNC request:

- Negotiate agreements for those who wish to pursue their careers with Air France. HOP Management claims that Air France has no need. We would like to make it clear that we will refuse to accept any unequal treatment between HOP pilots and cabin crews if there is an integration for pilots.

- The safeguarding of our priority to GPs on our HOP flights as is presently the case from September 1st, 2019 (even with the change in the operating code AF). Differences in R1 rates have also been noted between AF PNC and a Hop PNC, which should not occur.

We would like to find solutions to these serious grievances as soon as possible in order to hopefully avoid a strike. Mr. Ben Smith has been included on this email.

Best regards,

Severine Pellaudin

Laurence Bloch Saudrais

Union Delegates SNPNC FO HOP

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