



Breaking News



1st of February 2022

Dear colleagues,

Through this communication, we would like to make you aware of a major problem that we, the employees of Volotea, are facing. And this problem is called Flight Time Limitations.

We have created this FAQ to answer any questions you may have:

- What are Flight Time Limitations (FTL)?

These are aviation safety rules that were introduced by EASA (European Aviation Safety Agency) in 2013.

- What is the purpose of these aviation rules?

Quite simply to create uniform aviation safety regulations for the operation of commercial flights in all EU Member States. The purpose of these rules is not to regulate labour law but to impose limitations on operators in order to ensure flight safety.

Social rules are specific to each Member State. In France, the Labour Code, the Transport Code and the Civil Aviation Code govern the social law of civil aviation personnel.

The European Commission has been very clear on this subject: FTL rules cannot affect national legislation on social matters, including working time and health and safety at work for civil aviation personnel. The relationship between FTL rules and social rules is based on the principle that the most protective rule applies. An FTL safety rule only prevails over a social rule if it is more protective.

- But what do FTLs actually cover?

FTLs include maximum working hours and minimum rest periods.

- And why does this concern us at Volotea?

Because Volotea has always applied the FTL instead of the Labour Code, the Civil Aviation Code and the Transport Code.

When in 2018 the SNPNC started to denounce these dysfunctions to the labour inspectorate of Nantes in order to obtain a quick regularisation, Volotea instead of complying with the law has tried to regularise an illegal situation by requesting a derogation from the DGAC (Direction Générale de l'Aviation Civile). To our astonishment, the DGAC responded favourably to Volotea's request. Thus the DGAC has reduced the rest periods of Volotea's cabin crew below the level of the rights of other

French cabin crews. The SNPNC is currently contesting the legality of this derogation before the courts.

However, in the meantime, the derogation applies, but this derogation only allows Volotea to derogate from TWO articles of the Civil Aviation Code (D422-2 and D422-5) which concern weekly rests and rests after a flight. But despite this very restrictive framework, the Volotea management continues to apply French labour law to its own liking, respecting only what it wants to and breaking the law regarding the pay, paid holidays and many other social protections.

The DGAC has agreed to reduce the weekly and daily rest of Volotea's cabin crew in exchange for more days off. Volotea must grant 64 OFF days per complete semester of activity (semester without suspension of the work contract).

These 64 days are distributed as follows: we must have a MINIMUM of 10 OFF days per month (exceptionally reducible to 9 OFF days, 4 times per year) but throughout the semester the sum of all OFF days must be at least equal to 64 OFF.

We invite you to check your schedules... you will be surprised by the way management applies this derogation. How does management allow itself to reduce the rests granted by its own derogatory work regime? Well, by considering partial activity and paid holidays as days of suspension of the work contract. This is totally illegal. If in the course of a month we have days of illness, strike, unpaid leave, a part-time contract or other suspension of employment contract, then yes, the days off can be prorated. But only in this case (the calculation is simply done with a cross product). But when you are on holiday the company cannot reduce the number of minimum OFF days. Paid holidays cannot legally be considered as a suspension of the employment contract.

In any case, you must have 10 (or 9, but no more than 4 times a year) days off per month (the codes on the roster being: OFF-VOFF-UOFF) and 64 per half-year.

I invite you to do the calculation and you will see that you are probably missing a lot of days off!

In the same way, Volotea's management calculates the working time of the cabin crew according to its own way, considering as effective working time only the time spent flying and thus excluding all the time spent on training, on delegation, etc. Management is once again interpreting the law so as not to count all our working time. A day of training does not currently credit any flight time. This does not mean that only flight time counts, but that all periods of work must be equivalent to flight time. Without this, an employee who had 10 days of training for example would be considered as having worked zero hours, which is extraordinary, isn't it?

I'm not even talking about the notice period for schedule changes, where Volotea's management sets extremely short deadlines on its own and in total violation of the labour code, thus greatly disrupting the organisation of our personal lives.

We must be aware that we are the ONLY airline to fly under these conditions in France and this without any compensation.

The DGAC, in its derogation, has nevertheless included a clause inviting us to negotiate within the company. It is written in the application decree of the Volotea derogation

regime that if agreements are concluded between the unions and the company, then this derogation would cease to apply.

It is therefore time now, after more than 10 years in France, that our management finally agrees to negotiate with its employees on their working conditions and remuneration. Everything is possible in the negotiations. Requests for negotiation have been made to management to open discussions within the framework of a company agreement in order to frame our specificities. This would be an opportunity to introduce justified counterparts so that the social contract would be balanced, but for the moment it categorically REFUSES any negotiations.

Indeed, at present, they have chosen quickly between negotiation and their unilateral decision-making power. It is up to us to make them change their minds. Social peace has a price.

Negotiating does not mean asking for the application of the labour code, but rather adapting certain rules to our specificities in exchange for compensation (financial, rest, additional holidays, etc.). It is the employees of Volotea who make our company live, so we have a word to say in how our activity is organized, as it is very specific.

- So let's see now how this unilateral derogation without any compensation impacts me personally?

FTL's rest periods impact on each of us in our professional lives almost every day. At the end of this paragraph, I have attached a table from the Civil Aviation Code which sets out the rest periods after a certain number of flight hours.

To give a concrete example, let's take a rotation that actually exists. (The flight times indicated are the real times, they have not been exaggerated).

Let's say I do an MRS-SXB -> 1h15
SXB-ACE -> 4h
ACE MRS -> 4h

This makes a total of 9 hours and 15 minutes of flight time in one day. If we follow the table of rest times in the civil aviation code then these crews should be entitled to 29 hours of rest before resuming another activity.

The rest time for FTLs is 12 hours. We therefore go from 29 hours of rest between two activities to only 12 hours and this without any compensation.

Thanks to the attached table, you can easily calculate the rest time to which you would have been entitled if we had not taken advantage of the derogatory FTL rest regime. There would have been less fatigue, no compressed rosters and a more normal personal life.

Table of application of article D422-5 of the Civil Aviation Code concerning rest times at the end of a flight period. (Sum of the flight times between two rests at the base).

Période de vol = The number of flight hours flown during the day

Temps d'arrêt = The rest time one should have after a given number of flight hours.

Période de vol	Temps d'arrêt	Réduction en escale 1er fois/2ème/suivantes	Période de vol	Temps d'arrêt	Réduction en escale 1er fois/2ème/suivantes
06h05	18h15	12h00/18h00/24h00	08h05	24h20	12h00/18h00/24h00
06h10	18h30	12h00/18h00/24h00	08h10	24h40	12h00/18h00/24h00
06h15	18h45	12h00/18h00/24h00	08h15	25h00	12h00/18h00/24h00
06h20	19h00	12h00/18h00/24h00	08h20	25h20	12h00/18h00/24h00
06h25	19h15	12h00/18h00/24h00	08h25	25h40	12h00/18h00/24h00
06h30	19h30	12h00/18h00/24h00	08h30	26h00	12h00/18h00/24h00
06h35	19h45	12h00/18h00/24h00	08h35	26h20	12h00/18h00/24h00
06h40	20h00	12h00/18h00/24h00	08h40	26h40	12h00/18h00/24h00
06h45	20h15	12h00/18h00/24h00	08h45	27h00	12h00/18h00/24h00
06h50	20h30	12h00/18h00/24h00	08h50	27h20	12h00/18h00/24h00
06h55	20h45	12h00/18h00/24h00	08h55	27h40	12h00/18h00/24h00
07h00	21h00	12h00/18h00/24h00	09h00	28h00	12h00/18h00/24h00
07h05	21h15	12h00/18h00/24h00	09h05	28h20	12h00/18h00/24h00
07h10	21h30	12h00/18h00/24h00	09h10	28h40	12h00/18h00/24h00
07h15	21h45	12h00/18h00/24h00	09h15	29h00	12h00/18h00/24h00
07h20	22h00	12h00/18h00/24h00	09h20	29h20	12h00/18h00/24h00
07h25	22h15	12h00/18h00/24h00	09h25	29h40	12h00/18h00/24h00
07h30	22h30	12h00/18h00/24h00	09h30	30h00	12h00/18h00/24h00
07h35	22h45	12h00/18h00/24h00	09h35	30h20	12h00/18h00/24h00
07h40	23h00	12h00/18h00/24h00	09h40	30h40	12h00/18h00/24h00
07h45	23h15	12h00/18h00/24h00	09h45	31h00	12h00/18h00/24h00
07h50	23h30	12h00/18h00/24h00	09h50	31h20	12h00/18h00/24h00
07h55	23h45	12h00/18h00/24h00	09h55	31h40	12h00/18h00/24h00
08h00	24h00	12h00/18h00/24h00	10h00	32h00	12h00/18h00/24h00

• And how can I, at my level, make things change?

There are several ways to do this, the most radical of which is to go on strike, but before that there is also the SNPNC membership, which shows your commitment to supporting your elected representatives in their fight. We are fighting for the respect and improvement of our working conditions. We must stand together against a management that feels all powerful and contemptuous. We must show them our determination and our will to build the future of our company together. Without this, all our efforts will be in vain and our conditions will never improve.

If you are satisfied with your working conditions and pay, then you can move on. But if you expect better working conditions and a salary that allows you to live normally in exchange for all the concessions you make on a daily basis, then it is time to show Volotea management that we want things to change.

So, if there is a next strike call, we MUST count on you or nothing will ever change.

So the question is: Do you have the ambition to be able to envisage a career in our Company with working conditions and remuneration that allow us to envisage the future serenely or are we here for only a few months?

We at the SNPNC see a bright future at Volotea
So if you think like us, let's stand together.

The SNPNC Volotea Team