



VIRAL PROJECT

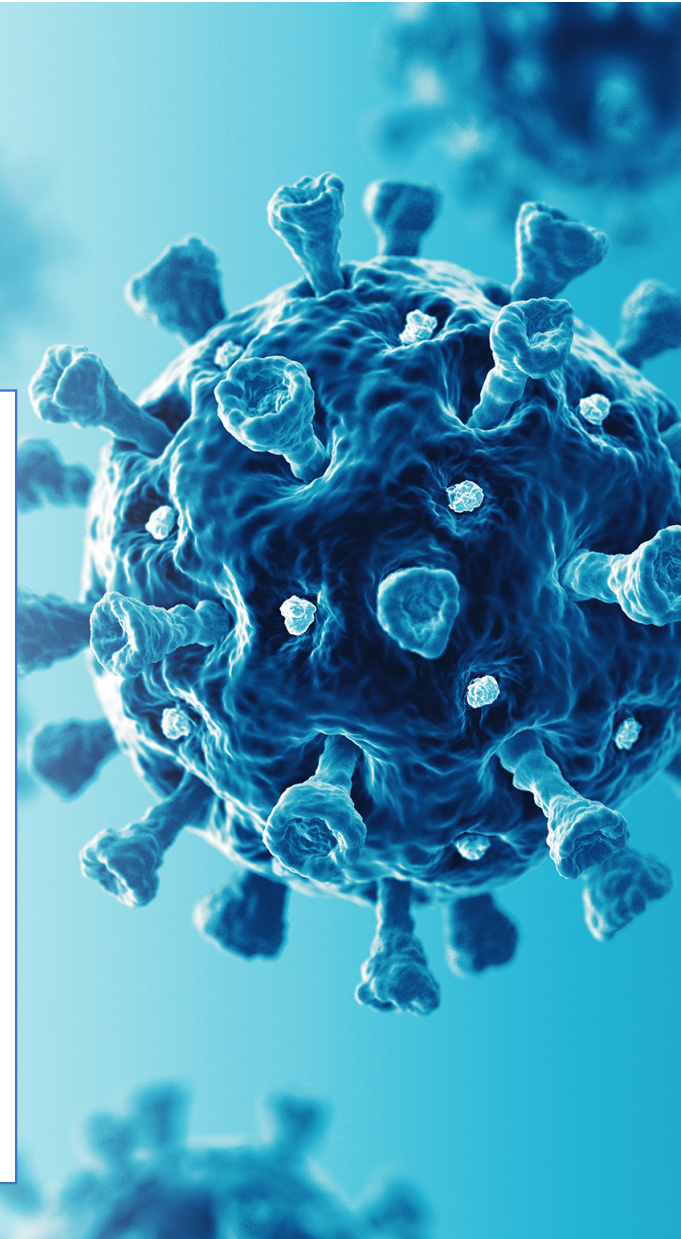
Challenges of industrial relations in air transport after the confinement: Spanish perspective

**"Labour relations in air transport in Spain during and after the pandemic:
progress of results"**

Warsaw September 2022

Various measures during COVID

- ❑ The declaration of the **state of alarm** in Spain by RD 463/2020, between March 14th to and 21th June 2020, The norm limits the **freedom of movement**, decrees the closure of all schools and non-essential shops. Additionally, it has been decreed, only for the first period (March 30th to April 9th), the interruption of nonessential business activities (annex RDL 10/2020).
- ❑ More than 100 measures for economic, labor and social recovery
- ❑ **General Labour-economic measures: aviation included**
- ❑ **Specific measures:** War Ukraine: fuel increase; La Palma Volcano:
 - Airline industry complaint: measures that **do not expressly mention or exclude the air transport sector** from the regulatory provisions, imposition of **new economic obligations** (RDL 12/2022 1 August: increase in airport tariffs)
 - ALA (Association of Airlines): Request for assumption by the State of the costs derived from health security measures against COVID, subsidies for sustainable fuels.





PART I. IMPACT OF COVID-19 ON THE AIR TRANSPORT SECTOR

- **Business: Turnover 2020-2022; Companies;
Restructuring, Financial and economics aids**
-

Fewer flights than after September 11
The impact on tourism is unprecedented



- ✓ Civil aviation: "From crisis to crisis" (September 11, 2001, SARS epidemic 2002-2003, economic crisis 2008-2009, volcanic ash cloud 2010; Covid 2020, Filomena y volcano La Palma, 2021...)

□ The COVID-19 pandemic:

March 14, 2020: Royal Decree 463/2020, of 14 March, declaring the state of alarm for the management of the health crisis situation caused by COVID-19

Reduction of the offer of public transport to 50% / 70%

Ghost flights (modification in the slot regime).

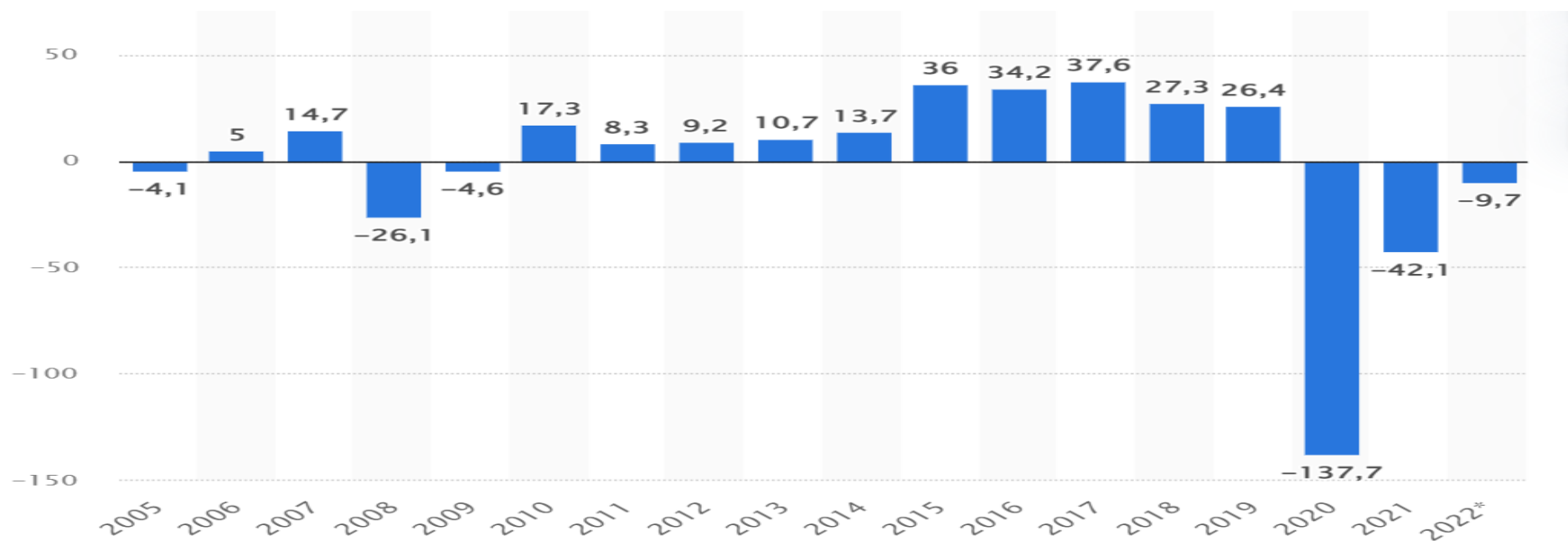
Terminal closure (23 March 2020)

In practice the demand falls to 90% approx.

June 21, 2020: end of **alarm** state. The state of alarm is extended until 00:00 hours on June 21, 2020.

Between March 2020 and December 2021, approval by the government of more than thirty regulations (mainly decree laws, but also some royal decrees) to deal with the social and economic consequences derived from the pandemic and its subsequent overcoming.

February 24, 2022: Russia's invasion of Ukraine



- In 2021, the global airline industry had a **net loss of approximately US\$42 billion** dollars. While this was a considerable improvement over the previous year, it appears that the impact of the coronavirus will remain latent in 2022. Thus, the forecast points to net losses of around US\$10 billion by the end of that year.

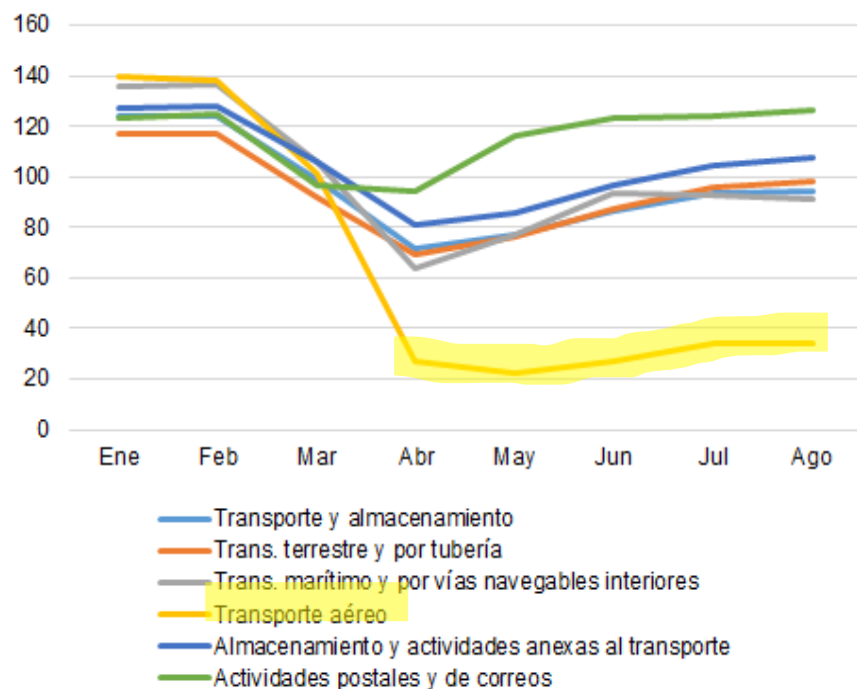
1. IATA <https://www.iata.org/en/iata-repository/pressroom/fact-sheets/industry-statistics/>



Índices de cifra de negocios. Ene-Ago 2020

(2015=100)

Corregido de efectos estacionales y de calendario



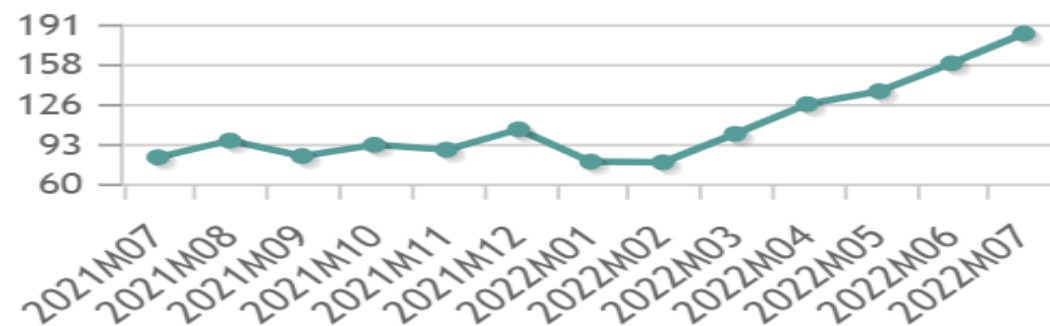
Fuente: Ine. Boletín informativo 07/2020

Cifra de negocio a precios corrientes. Transporte aéreo. Total Nacional. Índice.



Fecha: 2022M07

Dato: 183,618 (Provisional)

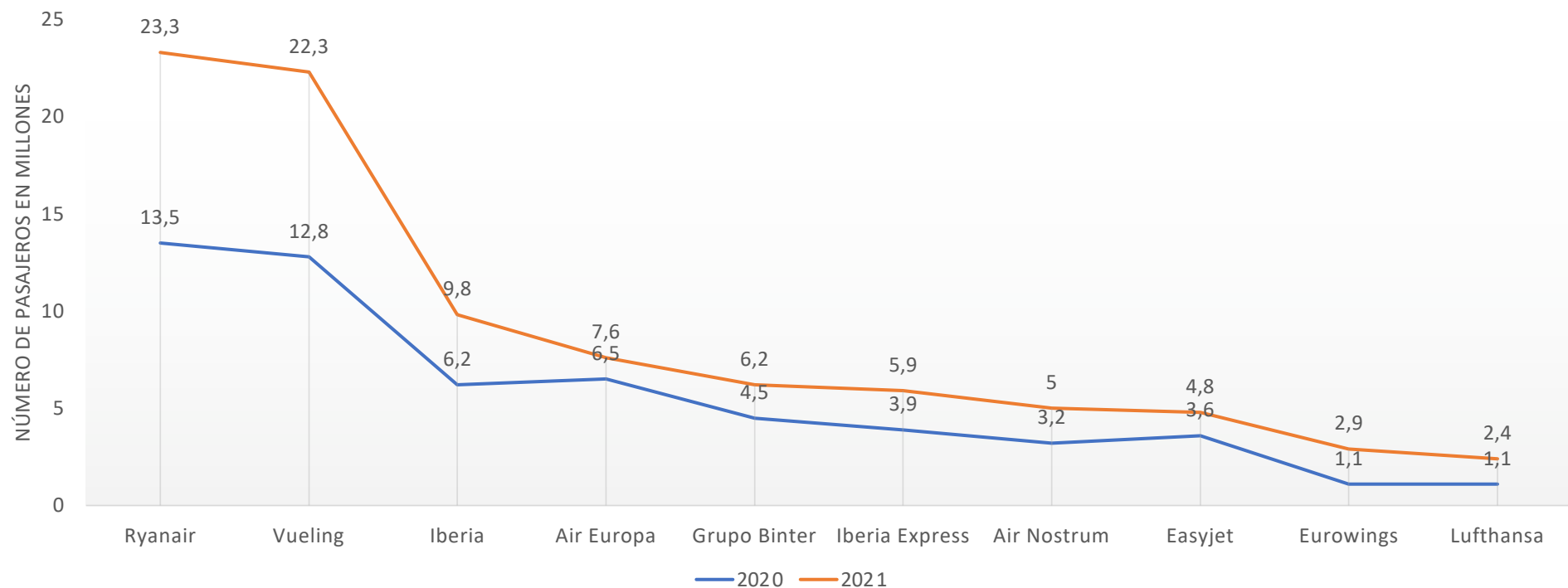


Fuente: Ine: [INEbase. CONSUL](https://inecbase.consul.es/)

DATOS	
PERIODO	VALOR
2022M07	183,618
2022M06	159,130
2022M05	136,230
2022M04	125,589
2022M03	101,188
2022M02	77,803
2022M01	78,357
2021M12	104,857
2021M11	88,136
2021M10	92,205
2021M09	82,972
2021M08	95,652
2021M07	81,998
2021M06	60,756
2021M05	45,450

Number of *passangers* of the main Airlines in Spain in 2020 and 2021 (in millions)

Ranking of the airlines with the highest number of passengers in Spain 2020-2021



Notas: España; 2021

Fuente(s): Aena Aeropuertos; [ID 568641](#)

Commercial passengers (pay ticket to fly)

Pasajeros comerciales enero-diciembre 2020

	Pasajeros enero-diciembre	% del mercado	Δ respecto 2019
DOMÉSTICO	16.867.176	28,7%	-60,6%
PENINSULAR	5.448.324	32,3%	-68,1%
PENÍNSULA-RESTO TERRITORIO	8.423.807	49,9%	-58,3%
INTERINSULAR	2.995.045	17,8%	-45,7%
UNIÓN EUROPEA	27.334.554	46,6%	-81,8%
PENÍNSULA-UE	18.663.875	68,3%	-81,1%
ARCHIPIÉLAGOS-UE	8.670.679	31,7%	-83,1%
EXTRA-UE	14.486.354	24,7%	-62,2%
PENÍNSULA-EXTRA UE	11.296.445	78,0%	-67,4%
ARCHIPIÉLAGOS-EXTRA UE	3.189.909	22,0%	-15,3%
Total	58.688.084	100,0%	-74,7%

Pasajeros comerciales enero-diciembre 2021

	Pasajeros enero-diciembre	% del mercado	Δ respecto 2020	Δ respecto 2019
DOMÉSTICO	25.981.259	27,9%	54,0%	-39,3%
PENINSULAR	8.389.647	32,3%	54,0%	-50,8%
PENÍNSULA-RESTO TERRITORIO	13.764.827	53,0%	63,4%	-31,9%
INTERINSULAR	3.826.785	14,7%	27,8%	-30,6%
UNIÓN EUROPEA	44.841.862	48,1%	64,0%	-70,2%
PENÍNSULA-UE	27.948.249	62,3%	49,7%	-71,8%
ARCHIPIÉLAGOS-UE	16.893.613	37,7%	94,8%	-67,2%
EXTRA-UE	22.399.821	24,0%	54,6%	-41,6%
PENÍNSULA-EXTRA UE	16.154.181	72,1%	43,0%	-53,3%
ARCHIPIÉLAGOS-EXTRA UE	6.245.640	27,9%	95,8%	65,8%
Total	93.222.942	100,0%	58,8%	-59,7%

Fuente: Ministerio Transporte, Movilidad y Agenda Urbana. Gobierno de España



Varieties of Industrial Relations in Aviation Lockdown (VIRAL)



VS/2021/0188

Commercial passengers (pay ticket to fly)

Pasajeros comerciales enero-junio 2022

	<i>Pasajeros enero-junio</i>	<i>% del mercado</i>	<i>Δ respecto 2021</i>	<i>Δ respecto 2019</i>
DOMÉSTICO	17.954.920 ↓	20,7%	143,0%	-11,5%
PENINSULAR	6.510.184	36,3%	181,7%	-23,6%
PENÍNSULA-RESTO TERRITORIO	9.110.478	50,7%	156,3%	-0,4%
INTERINSULAR	2.334.258	13,0%	53,2%	-11,2%
UNIÓN EUROPEA	40.647.441 ↓	47,0%	371,7%	-41,6%
PENÍNSULA-UE	27.040.574	66,5%	428,7%	-41,8%
ARCHIPIÉLAGOS-UE	13.606.867	33,5%	288,5%	-41,2%
EXTRA-UE	27.932.429 ↑	32,3%	721,2%	61,6%
PENÍNSULA-EXTRA UE	19.376.311	69,4%	550,4%	24,4%
ARCHIPIÉLAGOS-EXTRA UE	8.556.118	30,6%	1.926,2%	400,9%
Total	86.534.790 ↓	100,0%	345,9%	-19,3%

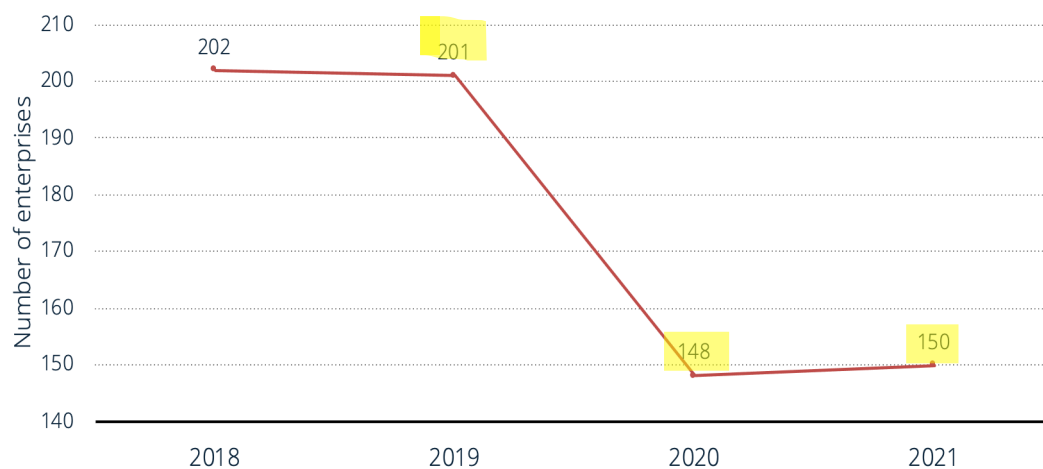


Varieties of Industrial Relations in Aviation Lockdown (VIRAL)



Number of enterprises in the aviation market in Spain from 2018 to 2021

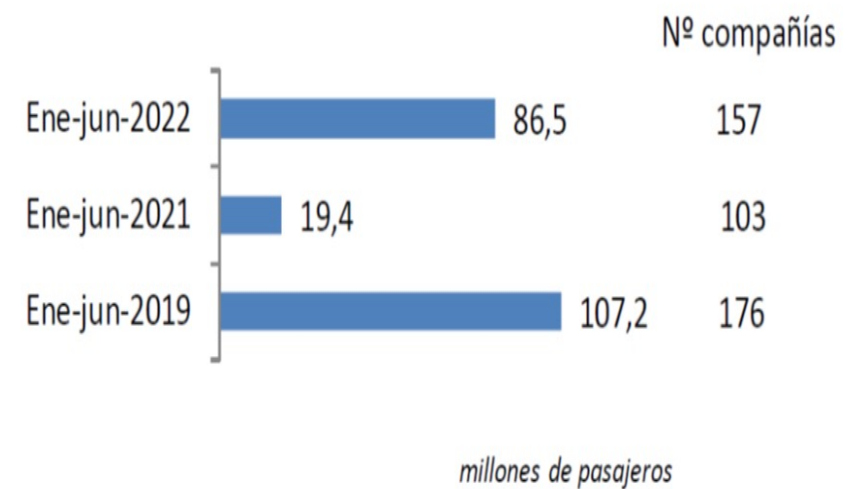
Spanish aviation industry enterprises 2018 -2021



Source(s): Ministerio de Transporte, Movilidad y Agenda Urbana (Spain); [ID 1262612](#)



Passengers transported and number of airlines



Fuente: Ministerio Transporte, Movilidad y Agenda Urbana. Gobierno de España

2. Restructuration/Changes in the companies

- ☐ Less companies in the aviation sector
- ☐ Changes: a new development: **Iberia** (IAG Group) **buys 20% of Air Europa's** shareholding and reaches in 2020 a purchase agreement for the remaining 80% (500 million). Breakdown of the agreement 2021. Currently valued in 100 million for the purchase of the remainder up to 100%.
 - Brussels monitors the operation for restriction of competition

3. How many airlines are still state-owned? Has the privatization process of the airlines been accentuated?

- ☐ Intense privatization over the last decades (since 1996)
- ☐ There is currently **no airline** owned by the Spanish state.
- ☐ Nothing relevant (remission WP3).



4. Have financing lines been set up?

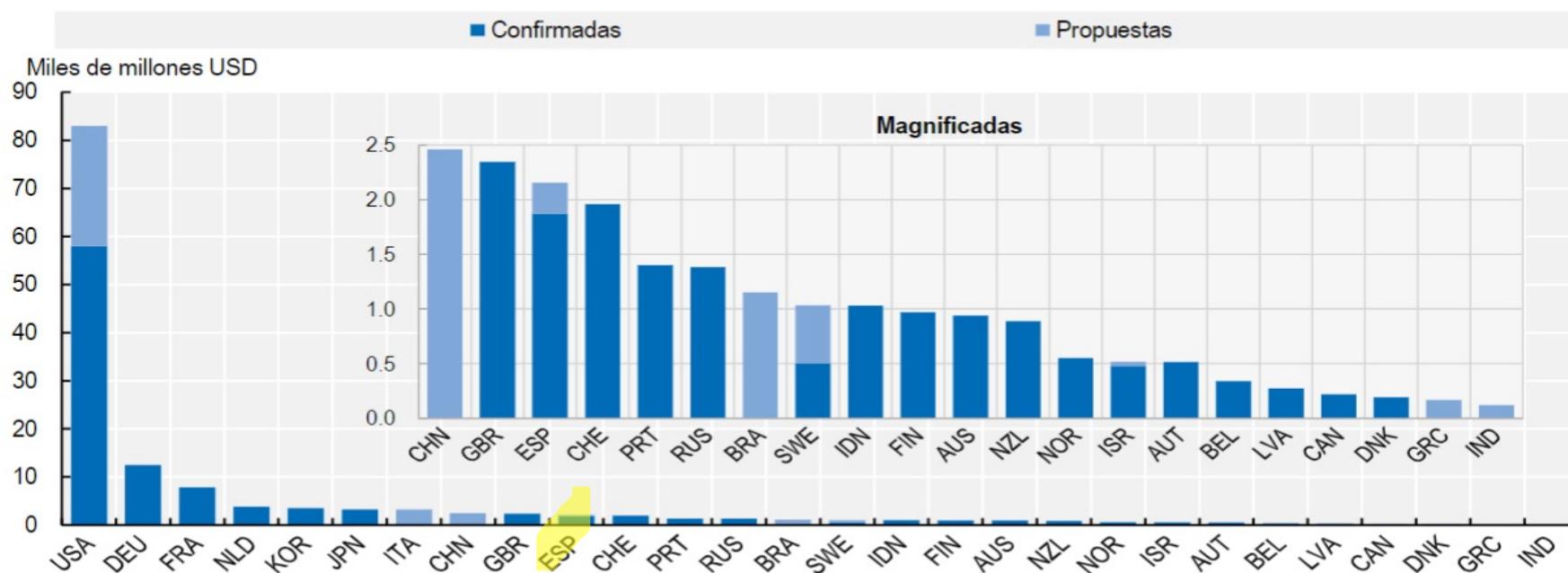
SSTJUE 14th April 2021: (Sweden and Denmark in favour of SAS; Finnair) : The guarantees to the airlines for the Covid - as compensation for restrictions imposed on flights to combat Covid-19- **are not State aid**

☐Yes: but the company must have its registered office (place of business) **in Spain:**

- **Air Europe:** 475 million (nov. 2020) (€240 million in a participatory loan and €235 million in an ordinary credit).
- **Plus Ultra: 53 million** (€34 million in a participatory loan and €19 million in an ordinary loan).
- **Grupo Wamos: 5 million** (€43.35 million in a participatory loan and €41,65 million in an ordinary loan).

Gráfica 3. Apoyo gubernamental a las líneas aéreas tras la crisis de COVID-19

Valor monetario de las medidas de ayuda para las líneas aéreas en todas las economías, al mes de agosto de 2020



Nota: Medidas monetarias, propuestas o confirmadas, de ayuda cuantificada para líneas aéreas proporcionadas por los gobiernos o por entidades respaldadas por los gobiernos en 57 países al mes de agosto 20 de 2020, en miles de millones de dólares. Las medidas incluyen las siguientes: préstamos comerciales respaldados por el gobierno y garantías gubernamentales; recapitalización con capital estatal; subsidios para vuelos; nacionalización; aplazamiento y/o exención de impuestos y cargos; subsidios y capital privado.

Fuente: Elaboración de la OCDE con base en Abate, Christidis & Joko Purwanto (2020) [J. Air Transp. Manag. 89:101931](#).



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PART II. IMPACT OF COVID-19 ON *EMPLOYMENT* IN THE AIR TRANSPORT SECTOR

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Varieties of Industrial Relations in Aviation Lockdown (VIRAL)



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1. Has there been an overall reduction in employment in the sector as a result of layoffs, dismissal or redundancies?

GENERAL LABOUR MEASURES:



Varieties of Industrial Relations in Aviation Lockdown (VIRAL)



- **Remote working** must be the priority option for companies that continue their activity (art. 5 RDL 8/2020).
- **Suspension of activities (ERTEs)** -> right to suspend contracts or reduce the working time ((by between 10 and 70%, with the proportional reduction of remunerations). Exemptions from employers' social security contributions and unemployment benefits for workers even if they have not contributed
 1. **Force majeure**: approval by the Labour Authorities, **without the participation** of worker's representation (art. 22 RDL 8/2020). Companies with less than 50 employees do not have to pay the social security contributions, and those above 50 have to pay 25% of them. Companies affected by reduction in the demand or decrease in net turnover or expected losses as a result of COVID 19 are entitled to suspend contracts or reduce the working time (by between 10 and 70%), with the proportional reduction of remuneration (art. 23 RDL 8/2020). T
 2. **ETOP**: Procedure, based on economic, technical, productive or organizational (ETOP) causes: prior information and **consultation procedure with the worker's representation** (seven days). At the end of this period, with or without an agreement, the employer will inform employees, employees' representatives and the labour Authority of his/her decision.
- **Recoverable paid leave** for non-essential companies. Employers and worker representatives will negotiate how to recover these hours, in whole or in part, for the remainder of the year.

Reduction in employment



Varieties of Industrial Relations in Aviation Lockdown (VIRAL)



- The COVID-19 crisis has caused the worst drop in aviation history. The widespread restrictions on mobility decreed by the government have significantly affected air transport.
- Inadequacy of prevalent measures such as remote work

	Unemployment	Job destruction	ERTE COVID
2020	3.7 mil. People	622.600 (70% temporary contracts)	746.900 w
2021 recovery	3.1 million People		102.548 (- aprox. 600.00)



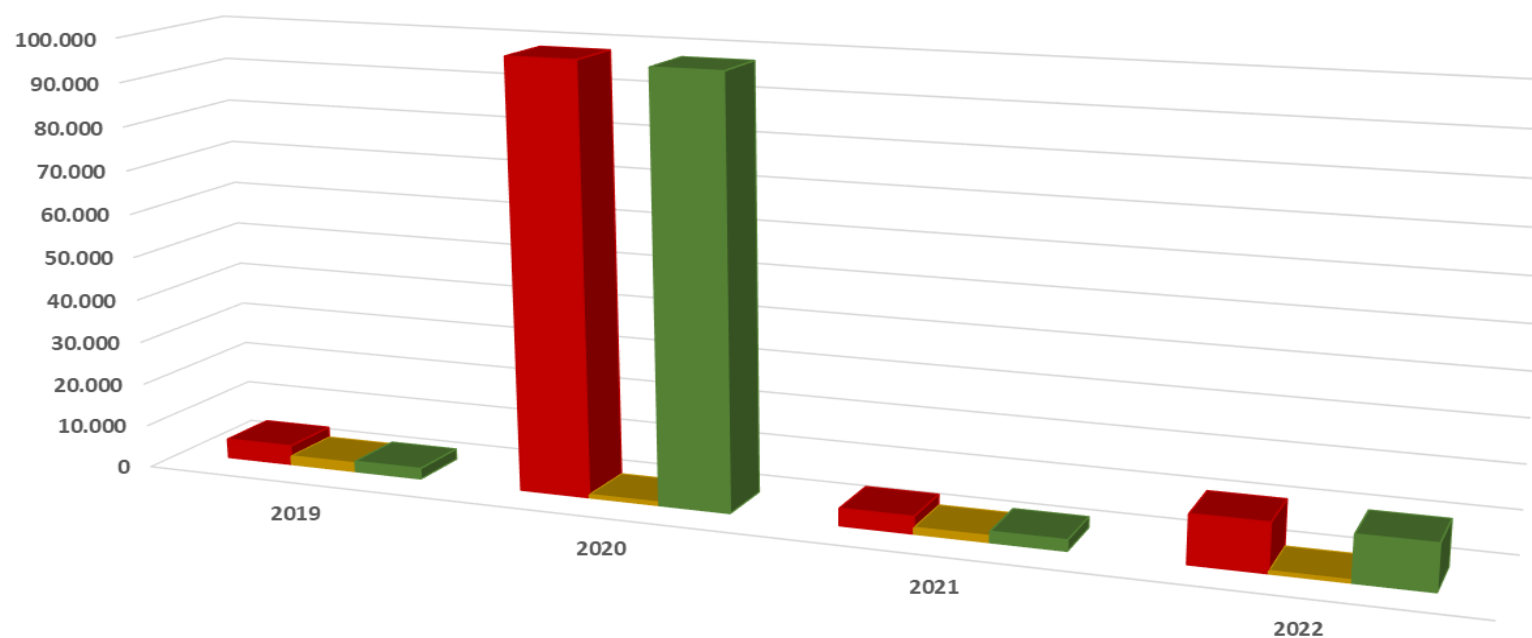
The sector that has the most workers protected by ERTE protected by ERTE is travel agencies (with 32% of workers protected), **followed by air transport (with 10%).**

No specific data on the aviation sector* - IBERIA: cut on temporary contracts (2700 jobs)

2. Have any measures been taken to suspend work contracts or reduce working hours (kurzarbeit)?

- The group of most important labor measures has been aimed at the protection of employment through the **Temporary Employment Regulation Files** (ERTE): a) *suspension* of contracts, b) *reduction* of working hours
- Labor instrument of suspension of contracts **already know**. Alternative mechanism to redundancies
- But with **unprecedented advantages**:
 1. **Exemptions** for employers in social security contributions
 2. **Unemployment benefit for workers**: without the need for previous contributions and without "consuming days already generated previously by unemployment (if they are dismissed they are entitled to unemployment derived from their accumulated contributions)
 3. Companies that use them cannot dismiss (**job maintenance clause**)
- ERTES have been successively extended until March 2022. **Labor reform of December 2021 incorporates them permanently** into the Workers' Statute to prevent new future crisis.
-

TRABAJADORES AFECTADOS POR DESPIDOS COLECTIVOS, SUSPENSIÓN DE CONTRATO Y REDUCCIÓN DE JORNADA. TRANSPORTE Y ALMACENAMIENTO



	2019	2020	2021	2022
■ TOTAL	4.505	98.461	3.947	11.113
■ DESPIDOS COLECTIVOS	2.046	733	1.469	618
■ SUSPEN/REDUCC.	2.459	97.728	2.478	10.495

2019-2021 Datos acumulados enero-dic. 2022 enero-junio

2019 datos definitivos

2021-2022 provisionales

■ TOTAL ■ DESPIDOS COLECTIVOS ■ SUSPEN/REDUCC.

ERTE IN AIRLINES. FLIGHT PERSONNEL

ERTE pilots or ERTE for all flight personnel; Ryanair includes the TCP staff of the outsourced companies workforce and crewlink

Iberia. Some 18,000 Iberia workers will be included in the ERTE presented by the company, from April 1 to June 30.

Iberia Express. A total of 711 workers will be included in the ERTE launched by Iberia Express from April 1 to June 30.

Vueling. It has presented a three-month ERTE, until June 30, for its 3,800 employees in Spain.

Air Europa. 90% of its flight workforce, that is, more than 3,500 workers, will be affected by the ERTE presented by the company until the end of June.

Ryanair. The Irish airline will apply, predictably, an ERTE until May 31 for the entire workforce - approximately 1,500 workers.

EasyJet. The airline will apply an ERTE for its 700 employees in Spain that includes pilots, cabin crew and ground staff.

Air Nostrum has submitted an ERTE due to force majeure for a total of 348 cabin crew, with a duration of two months.

Norwegian. It has raised an ERTE due to force majeure. In the long radius, from March 13 to April 13, and in the short radius, from March 19 to April 13, with the possibility of extension. In total, almost 1,000 cabin crew affected.

FLIGHT STAFF

- Commitment to salary reductions (ranging from 60% on Air Europa to -12% on Iberia)
- **In exchange for maintenance** of contracts through ERTES
- Trade union complaints:
 - Distribution of the disaffected: distribution by base, rank, or arbitrarily
 - Use of suspensive ERTE to avoid labor costs of the pilot's working time (imaginary, breaks before and after the flight). IN short, only disaffection for the flight in a strict direction with which the State (taxpayers) pay another time of work (in which it is not flown and yet the activity is suspended despite its connection with the activity of the flight)

Ground personnel (handling)

GROUND PERSONNEL (HANDLING): those in charge of ground handling services, aircraft, passengers (including assistance to passengers with reduced mobility), goods and mail, as well as the service of placement and removal of walkways, which connect the aircraft with port activity, **are also being affected by ERTes.**

Iberia. Of the total workforce, 6,505 handling workers will be affected by the ERTE until June 30.

- **Groundforce** will apply ERTE that will affect **80%-90% of** its workforce in Spain.
- **Swissport Spain** has presented ERTE at the national level with affectation according to the workplace. In principle, Zaragoza and Valencia are not affected. In the rest of the work centers, the number of affected ranges **between 64% and 100%**, depending on the bases.
- **WFS.** ERTE due to force majeure of three months duration. Between **45% and 90%** of the affected workforce.
- **Aviapartner**, is going to register an ERTE due to force majeure, of which the conditions are still unknown.
- **As for the airlines that perform autohandling, these are the ERTE that will be applied:**
- **Ryanair.** From March 15 to May 31, they will apply an ERTE that affects the 1,370 ground workers, that is, 97% of the workforce. **iHandling**, in charge of Ryanair's check-in and boarding, will apply an ERTE to 98% of its workforce until May 31.
- **Easyjet Handling Spain** applies from March 20 to June 30 a temporary suspension of 273 contracts and temporary reduction of another 10.
- **Menzies Aviation Spain** -Norwegian's check-in and boarding-, applies from March 22 to June 30 an ERTE for 90% of the workforce.
- **American Airlines**, which self-manages check-in and boarding, will request an ERTE for three months that will affect more than 90% of its workers.

➤ **Ground staff: ERTE that affect a high percentage of the workforce or to the whole of it**

Are changes in recruitment practices, hiring procedures or possible discriminatory practices detected at this stage?

- Some workers in the sector, during COVID-19, have abandoned it, seeking employment in more stable activities. One of the post-pandemic problems is to **find qualified labor** (in Spain, however, with less intensity).
- **Ryanair**, after four years of negotiations, signed in July 2021 an agreement with SEPLA to begin to progressively incorporate into the workforce all pilots who operated **as false self-employed**.

What is the employment situation as of the moment of the removal of restrictions on air traffic and resumption of air traffic intensity? Has employment fully recovered or have some of the situations adopted during the pandemic been maintained?

- The reality of flight operations in summer 2022 has been positive .
- **Ryanair** plans to increase its workforce: open a new pilot training center in Spain or Portugal. It plans to hire 1,000 new pilots and 2,000 or 3,000 new cabin crew and, over the next five years, create 6,000 jobs.
- **Easyjet** has opened a new base in April 2021 in Malaga creating 100 new jobs.



PART III.

IMPACT OF COVID-19 ON *WORKING CONDITIONS* IN THE AIR TRANSPORT SECTOR



OCCUPATIONAL RISKS (PSYCHOSOCIAL: CABIN CREW:TCP)

Prevention of occupational risks: general measures also for the aviation sector: personal protective equipment (basically masks, distancing and cleaning protocols)

Law 2/2021 imposes mandatory use of masks for all people over 6 years of age in all spaces including air transport. Measure that is flexible in many areas: specifically, the mask is still required in air transport RDL 286/2022

Specific psychosocial risks in civil aviation:

Violence, harassment, stress: cancellations, restrictions, lack of safety in the workplace, uncertainty arising from internal and external mobility restrictions. Especially in Spanish cabin crew according to the European Aviation Safety Agency requiring to verify that enjoy the legal rest.

Less activity made with much less staff and with constant changes in flight schedules that gave them absolute uncertainty about what their day was going to be each day and at what times it was going to occur.

- ERTes: **unemployment benefit** for workers is a significant **decrease** of the standard of living considering that the maximum amount paid is approximately € 1000 without children to € 1,400 with two or more children
- The salary is only collected when there is **disaffection (you are taken out) of ERTes**:
 - Reduction of productivity bonuses and complements (Ryanair)
 - Vaccination day: deprogramming of the flight day and two following days: SAN are hours of work prevention risks at business cost: pay and outside the ERTE
- **Supplement payment** during the ERTE to complement salaries: Iberia
- Progressive **recovery Summer 2021**, Summer 2022 (comparable to pre-pandemic): Social dialogue **difficulties to return** to pre-pandemic wage conditions due to War Ukraine (expiration of the IV Agreement for employment and collective bargaining in 2020)



1. General Revised average wage change (Collective agreements)

	TOTAL				Ambito de empresa				Ambito superior a la empresa			
	TOTAL	Agrario	Industria	Construcción	TOTAL	Agrario	Industria	Construcción	TOTAL	Agrario	Industria	Construcción
2018	1,73	1,30	1,87	1,98	1,44	1,19	1,43	1,66	1,76	1,30	1,93	1,99
2019	2,24	1,69	1,95	2,22	2,03	1,84	1,56	3,09	2,26	1,69	2,01	2,21
2020	1,74	2,01	1,53	2,23	1,50	1,23	1,34	1,87	1,76	2,02	1,55	2,23
2021	1,72	1,95	1,66	2,49	1,55	0,97	1,94	2,57	1,73	1,96	1,63	2,49

Datos actualizados a 31 de julio de 2022.

2. Aviation sector: wage variation agreed in collective bargaining

	TOTAL			Ambito de empresa			Ambito superior a la empresa		
	49. Transporte terrestre	50. Transporte marítimo	51. Transporte aéreo	49. Transporte terrestre	50. Transporte marítimo	51. Transporte aéreo	49. Transporte terrestre	50. Transporte marítimo	51. Transporte aéreo
2017	1,57	1,81	1,20	1,08	1,77	1,20	1,67	2,57	1,36
2018	1,98	1,48	2,89	1,51	1,50	1,80	2,07	1,18	3,90
2019	1,96	1,66	2,70	2,21	1,66	2,04	1,91	1,68	3,19
2020	1,94	1,63	1,82	1,61	1,63	0,36	2,01	0,00	2,70
2021	1,17	0,76	7,12	1,12	0,76	4,17	1,19	0,00	7,33

Wage variation agreed in the air transport sector. Singularities:

- 2021: much **higher** wage variation than the rest of collective bargaining **in all sectors**. And much higher than that of the rest of the transport **subsectors**;
- 2021: salary variation > in the **sectoral scope** (higher of the company) than in the company: relevant because the flight personnel have CCT of group of workers company level. Handling greater increase in recovery distribution?



SALIDAS / DEPARTURES				
DESTINO	VUELO	MOSTR.	PUERTA	OBSERVACIONES
TO	FLIGHT	COUNTER	GATE	REMARKS
SEVILLA	IB 8840	1-4		CANCELADO
PARIS-CDG	AF 2977	35-37		CANCELADO
MADRID	AT 9005	8-11		CANCELADO
MADRID	AY 5618	8-11		CANCELADO
MADRID	IB 0323	8-11		CANCELADO
PARIS-CDG	UX 1005	35-37		CANCELADO
MALAGA	IB 8454	1-4		CANCELADO
AMSTERDAM	IB 5807		A1	UL.LLAMADA
MADRID	JK 6349	13-15		CANCELADO
MADRID	LH 2505	13-15		CANCELADO
MADRID	SK 9959	13-15		CANCELADO
MADRID	SN 6320	13-15		CANCELADO



PART IV.

IMPACT OF COVID-19 ON *INDUSTRIAL RELATIONS* IN THE AIR TRANSPORT SECTOR

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- No changes in **the unión structures** neither the density of unión memebbers (WP3)
- The **balance of power**: The trade unión bargaining power is strong (strikes allows after collective agreement or agreements to reduce the redundancies):
 - Norwegian's threat to carry out a collective redundancy stopped by SEPLA and USO (agreement to reduce the consequences)
 - Ryanair in Spain: from its initial position of rejection of the unions-> dialogue with the majority union in Spain (CCOO)
- Unions and workers representatives have been involved throught **consultatios (ERTEs ETOP) and information (ERTE forcé majeure): the majority during COVID** procedures
 - **After** the ERTes have ended, some companies **have reached agreements** with workers' representatives to maintain employment: - Easyjet agreement with SEPLA in January 2021, SEPLA to save pilots' employment after ERTE (ratified by more than 90% of pilots).

Collective bargaining after the pandemic

- The **structure** of collective bargaining in the sector has remained unchanged as a result of the pandemic.
- 2022: Air sector: the majority of the Collective agreements of pilots and cabin crew **have expired: hard renegotiation. Claims:** come back to the **wages level prior pandemia** (to compensate the effort made by workers and because the public financial aid received by Airlines)
- Conflictos vinculados a negociación colectiva: elemento común: fragmentación entre las posiciones de los sindicatos derivados de la firma de “acuerdos” de las empresas con el sindicato CCOO solo aplicable a sus afiliados y no a conjunto de pilotos o cabin crew (no erga omnes: exclusión de la negociación de otros sindicatos cuya reacción ha sido huelga solicitando negociación de un nuevo CCT erga omnes)

Ryair TCP (mayoritarios USO y SITCPLA); Iberia Express tcp (mayoritario USO), Vueling TCP (STAVLA mayoritario)

Air Europa: TCP: acuerdo de modificación sustancial de condiciones de trabajo (firmado por SITCPLA USO y CCOO) impugnado por sindicato independiente: nuda del mismo SAN 11.1.2022

Disputes During COVID 19. Air Transport Sector

Total strikes: decrease (last quarter):

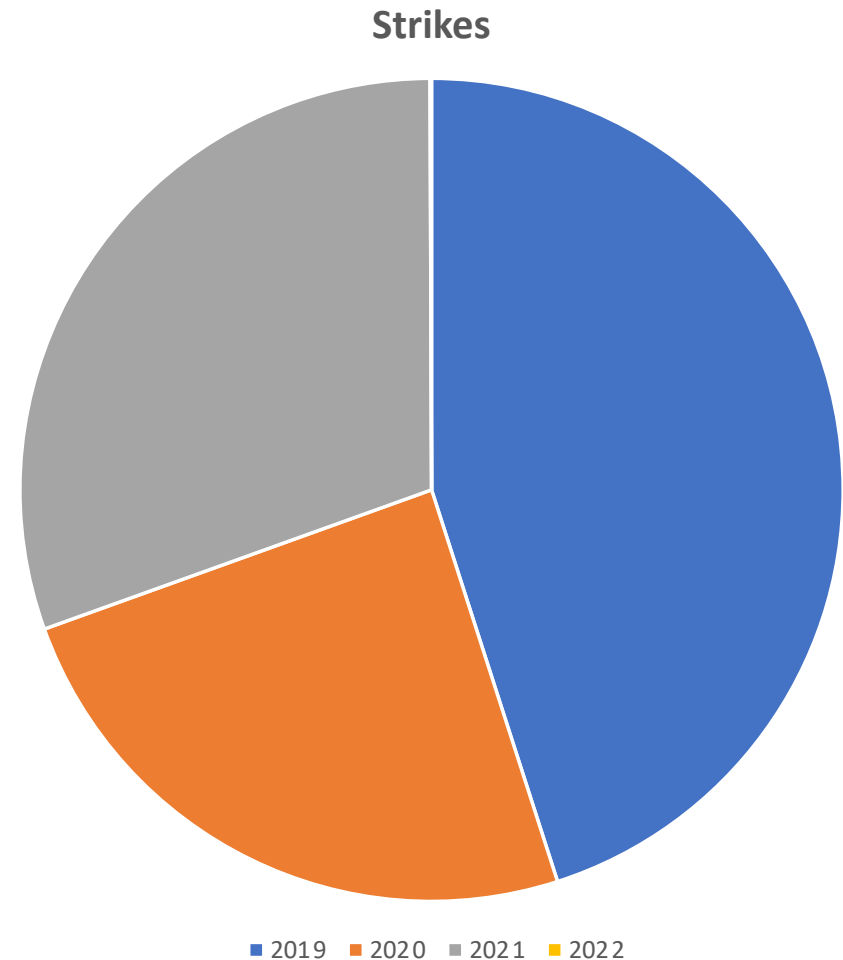
2019 (897)

2020 (487)

2021 (606)

2022 (322/6 months) **

Hot summer 2022-
December 2022 Cabin
Crew: agreement only with
CCOO in several airlines.



SALIDAS / DEPARTURES				
DESTINO	VUELO	MOSTR.	PUERTA	OBSERVACIONES
TO	FLIGHT	COUNTER	GATE	REMARKS
SEVILLA	IB 8840	1-4		CANCELADO
PARIS-CDG	AF 2977	35-37		CANCELADO
MADRID	AT 9005	8-11		CANCELADO
MADRID	AY 5618	8-11		CANCELADO
MADRID	IB 0323	8-11		CANCELADO
PARIS-CDG	UX 1005	35-37		CANCELADO
MALAGA	IB 8454	1-4		CANCELADO
AMSTERDAM	IB 5807		A1	UL.LLAMADA
MADRID	JK 6349	13-15		CANCELADO
MADRID	LH 2505	13-15		CANCELADO
MADRID	SK 9959	13-15		CANCELADO
MADRID	SN 6320	13-15		CANCELADO

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WP4...in progress...