



Vice-premier ministre et ministre
de l'Emploi, de l'Economie et des
Consommateurs, chargé du
Commerce extérieur

Bruxelles,

Exp. : Rue Ducale 59-61, 1000 Bruxelles

Mr Michael O'Leary
Chief Executive Ryanair
Dublin Office
Airside Business Park
Swords, Co Dublin
Ireland

Votre courrier du

Vos références

Nos références
KAB/BO/20180920

Annexe(s)

Dear Mr. O'Leary,

We regret the social conflict between Ryanair and its Belgium based personnel still hasn't ended.

A solution is urgent. I refer to your contact with Commissioner Thyssen and her press conference yesterday, in which she insists that local labour law be applied. On August 10th, I have written a letter to several European colleagues in order to agree on a common approach on the subject. A meeting between the Ministers of Work is currently being prepared by the permanent representations. As you are well aware, my administration has led several attempts to reach a solution through social dialogue. We have been informed that the last proposal of the trade unions has not been accepted by Ryanair.

Ryanair and its subcontractors are exposed to legal risks by not applying Belgian labour law. Without prejudice of the sovereign judicial competence of the courts, all elements point towards the need for Ryanair and its subcontractors to apply the imperative dispositions of the Belgian labour legislation, in accordance with the Regulation 593/2008 and the criteria the European Court of Justice uses to determine from which country the work is carried out or organized.

The current proposal to agree on a transition of existing contracts of Belgian based personal to Belgian labour law is a way for Ryanair and its subcontractors to end those legal risks. I therefore urge Ryanair and its subcontractors to reach an agreement with the trade unions in the coming weeks. The transition to Belgian labour law needs to be implemented as soon as possible, 2020 is too late. The extension of the scope of the agreement to its subcontractors and the speed with which it is implemented, will reduce future legal risks for Ryanair.

After such an agreement, further social dialogue will of course be necessary and in this regard, I welcome the opening Ryanair made to establish a syndical delegation and to start structural and formal social dialogue on company level.

Pour plus d'informations concernant votre dossier, veuillez prendre contact avec:

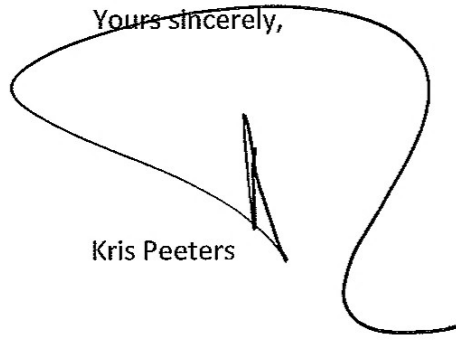
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Ryanair has a window of opportunity to conclude an agreement with the trade unions that could become the basis for sustainable social peace. I sincerely hope this materializes in the next few weeks. My administration is as always ready to assist Ryanair and the trade unions to come to an agreement to end this conflict as soon as possible. The social mediator, who reports directly to me, will continue to actively bring Ryanair and the trade unions closer together.

Please note that, as I have contacts with several of my European colleagues on this conflict, a copy of this letter will be sent to them.

Yours sincerely,

A large, stylized handwritten signature in black ink, consisting of a large loop on the left and a vertical stroke on the right.

Kris Peeters