



Position Paper

Brussels, June 15, 2021

EURECCA CALLS FOR SOCIAL RESPONSIBILITY AND THE DUTIES AND OBLIGATIONS OF TAP COMPANY REGARDING THE DISMISSAL PROCESS CONDUCTED

The TAP crew members have been harassed for the past year, tormented by the numerous violations by the company against their class and feel revolted by a morally reprehensible dismissal process, which will have many legal deficiencies and worse, will not solve the company's economic situation.

After the signing of an Emergency Agreement (only 3 months ago) between the Trade Union (SNPVAC) and TAP in which wages were cut by 25% and clauses of the Company Agreement were suspended, with the aim of safeguarding 350 jobs of the 750 initially presented by the Company, TAP began an unclear process of proposals for transfers to Portugália (another Company of the Group), which did not prove to be true or attractive, and a pre-retirement or early retirement plan. In this way, TAP encouraged Rescission by Mutual Agreement and Voluntary Adhesions such as unpaid leave or part-time work at 50%.

After several weeks of adherence to these voluntary measures, the Company claimed that the number of crew members would still be excessive, something that is totally rejectable, as the economic and human metrics of the plan have already been achieved.

On 19 April, TAP then began a process of calling some crew members, whose aim was to inform them that, by means of an algorithm designed in an incomprehensible and irrational manner, they were on a list that met the criteria for possible unilateral termination by the Company. Consequently, they were placed on Lay Off, with their contract suspended, without planning, marginalising their status in the Company.

This situation jeopardised their professional performance, their dignity in the eyes of other colleagues and their sense of usefulness and value to the Company.

On 31 May, TAP notified that the implementation of the Emergency Agreement and voluntary measures had resulted in an excess of 47 cabin crew members. Once again, TAP did not clarify how these figures were reached, nor did it specify the occupational categories in which there was a surplus of cabin crew members.

It is important to note that TAP did not renew the contracts of 1200 crew members between April 2020 and March 2021.

EurECCA recognises the need for a restructuring plan but cannot ignore or fail to appeal to the Company's responsibility and considers that this type of attitude is likely to be considered moral harassment, since its aim is to make these crew members accept the termination of their employment contracts by agreement, given the frustration of attempts already made to this end.

The way this process is being conducted promotes anguish, uncertainty, emotional instability, which may jeopardise the very safety of the Operation.

EurECCA represents, protects and develops the rights and needs of cabin crew all over Europe