



## IAG EWC NEWSLETTER – AUG 2019

Welcome all IAG colleagues to the latest edition of the European Works Council (EWC) newsletter. In this newsletter we will cover the recent twice-yearly Full EWC meeting which took place in May, as well as summarise what has been happening at the EWC during 2019.

The IAG EWC first met in November 2017 and from its inception has made huge steps establishing itself as a relevant body within the group to consult and exchange information relevant to IAG employees at the IAG level.

The employee-side of the EWC have appointed technical experts in Syndex to oversee the performance of the IAG group and analyse IAG corporate strategies with the potential impact they may have on IAG employees.

Administrative support has been appointed and full interpretation services in Spanish and German now present at all EWC meetings to strengthen participation for delegates from these countries.

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To enhance the EWC's identity, a new EWC logo was designed by Tanja Kempen (EWC delegate for Germany) and presented at May's meeting. The logo (was adopted at May's Full EWC meeting.

The logo (see end) contains all of the operating-companies within the IAG Group, enhancing the wide-ranging activities and cross-European nature of IAG.

### MORE THAN A LOGO

A key objective of the IAG EWC has been to ensure that the EWC reflects the huge diversity across the group, operating in as many European countries as it does. We want all IAG employees to know they have an EWC that is here to represent you and your interests with IAG management.

It was agreed to reinforce this identity of a European EWC, that meetings be extended beyond BA Head Offices in Waterside, London Heathrow. As a result, Select Committee meetings have recently been held in Madrid and in Dublin.

## IAG EWC Declaration of Fundamental and Principles and Rights at Work

IAG recently handed down a Code of Conduct declaration for all IAG employees. The EWC support the initiative and ethics behind such a policy. However as well outlining how IAG employees are expected to ACT, we believe IAG needs a declaration on how IAG employees can expect to be treated; by other colleagues and by IAG itself.

The EWC have established a working responsible for drafting an IAG employee declaration of fundamental principles and rights at work. We hope that this work will be completed in time for our Nov 2019 meeting with IAG.



EWC meetings in further European locations notably Germany and Poland are envisaged to extend and deepen knowledge of the IAG EWC and its activities.

### **NEW DELEGATES**

Since the last Full EWC meeting in November, we have been able to welcome new delegates from France, Austria and Poland representing LEVEL, Vueling, the new LEVEL short-haul franchise ANISEC and from IAG GBS. The new delegates have added much to the EWC in the short time they have been with us, providing a valuable insight into how IAG is developing strategies within the newer entities of the group.

### **KEY IAG MANAGEMENT ATTENDANCE**

Establishing the IAG EWC into the day-to-day fabric of the IAG business culture has seen varying levels of success. In terms of getting access to key IAG management at EWC meetings, the response has been unquestionably positive.

The last newsletter reported on the presentation and extensive Q&A session given by IAG CEO Willie Walsh at November's Full EWC meeting.

Since November the EWC has continued to meet with high-level managers from IAG. In January LEVEL CEO Vincent Hodder and IAG Chief of Staff Julia Simpson were in attendance offering their insight on LEVEL's development and the Brexit process.

In May, the Head of IAG Corporate Strategy Robert Boyle, IAG Head of Government Affairs, Neil Bradley and IAG International Affairs Manager, Alan Campbell were all in attendance. The recent Select Committee meeting in Dublin in July, welcomed the attendance of Aer

Lingus CEO Sean Doyle who gave a very detailed presentation and shared his vision for the growth of Aer Lingus.

At the next Full EWC meeting in November provisionally we will have the opportunity to discuss IAG employee matters with the IAG CEO, Willie Walsh, new IAG Chief Financial Officer, Steve Gunning, IAG Head of Sustainability, Jonathan Counsell, new Head of IAG Corporate Strategy, Alistair Hartley and BA Director Safety and Security John Monks.

## **IAG all-employee Profit share**

As well as furthering our rights as workers, the IAG EWC believe employees need to feel like they are stakeholders in the IAG business. The EWC accept we do not have the right to negotiate terms and conditions with IAG, but we were encouraged by the response provided by Willie Walsh at our Nov meeting when questioned about this important matter.

We accept there are difficulties in establishing an all-employee profit scheme for a company that is located in so many different jurisdictions. It is our intention to publish a "white paper" that helps resolve many of these hurdles so as to help facilitate any future desire to introduce such a scheme.



After the positive meetings with Sean Doyle from Aer Lingus and Vincent Hodder from LEVEL, the Employee-side have also made a request to meet with the CEO's from BA, Iberia and Vueling at future EWC meetings which we will keep you updated about in future newsletters.

In the meantime it is important that you contact us with any information or concerns you would like addressed as an IAG employee.

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Being able to meet and having access to such high-level figures within IAG in such a short period of time since the EWC's inception in November 2017, represents a significant achievement and the potential to influence future IAG strategies and ideas.

### **MAY MEETING- MAIN HIGHLIGHTS**

- Full reports given by Syndex 2018 IAG full-year performance, 2019 Q1 IAG results, Brexit update.
- A discussion on the new IAG Code of Conduct circulated to all IAG Employees in January/February 2019 and will be covered in more detail later in this newsletter.
- Country reports from all EWC

Member Delegates which highlighted major fears and concerns about future IAG outsourcing plans.

- The country reports also highlighted concerns over 'Safety Culture' with IAG and the need for Op-Co's to work closer together and examples of 'best practice' fully utilised across the group.
- The issue of high turnover of staff within Ground Handling identified by the European Aviation Safety Agency (EASA) as a security risk.
- IAG assessing the risk of Brexit in line with risks from other parts of the world and potential impact on the group.
- With the eventual departure of the UK from the European Union, a commitment given to explore joint lobbying with Management of the European Commission in Brussels from the IAG EWC involving EWC delegates from the remaining countries of the European Union.
- Commitment for the EWC to be involved in any communications sent out to IAG Employees once it is clear how the UK will be departing the EU.
- Request for common positions to be discussed and agreed between Employee and Employer-side groups

## **Enforcing the EWC Agreement**

Another key objective for the employee-side of the IAG EWC has been to ensure the full EWC agreement is complied with in full.

Your EWC reps will utilise the full scope and provisions contained within the agreement to protect and improve the interests of all IAG workers across all areas of the IAG group.

The creation of LEVEL and it's activities across many different European countries raised many employee concerns. The EWC believe greater involvement and discussion of employees is required. Unable to resolve this issue at EWC meetings, the EWC took the decision to launch a legal challenge in Spain for an independent judge to decide whether consultation is required of IAG.

This ruling on LEVEL in Spain is expected shortly.



the IAG EWC sit on in Brussels at European Sectoral Social Dialogue level.

- More information on LEVEL's performance and its entrance into the UK market flying to both London Gatwick and Luton.
- Confusion over a potential transfer of work from BA in the UK to IAG GBS in Poland which the EWC would keep monitoring.

## **The IAG EWC belongs to YOU!!**

It is important that you contact us with any information or concerns you would like addressed as an IAG employee. We can only address your concerns if we know of them.

Contact us:

[ewc@iagroup.com](mailto:ewc@iagroup.com)

or go to our website

<https://ewc.iag.cloud/>

to see who your local representative is or to read past newsletters.