

22 May 2020

Sean Beatty
IAG EWC
Employee side chair

By email: seanbeatty.ewc@gmail.com

Dear Sean,

Thank you for email of 18 May 2020.

General

As mentioned at the Select Committee meeting on 14 May 2020, we understand and share your concerns in relation to the impact of the Covid-19 crisis and we are committed to working together and sharing information on a regular basis. We can see that you have found the information we have shared to date useful and we are committed to sharing updated information going forwards and discussing the content.

Transnational Matters

Whilst we accept the impact of the Covid-19 crisis underlies the rationale behind the proposals announced by British Airways on 28 April 2020, we do not accept that the proposals themselves are “transnational” as defined by the EWC Agreement.

As you acknowledge in your email, the focus of clause 3.2 of the agreement is the “potential impact of management proposals” on the EEA workforce. Of course, Covid-19 has had a global impact, but for the purposes of the EWC Agreement the focus is on whether a management proposal has a potential “transnational” impact.

We note the reference to Willie Walsh’s comments at the Transport Select Committee on 11 May 2020. This was part of a wide-ranging discussion lasting almost two hours, so it is important to review any comments in that context. In particular, it is worth noting that the quotes you refer to were in response to suggestions that a decision had been made to “slash 12,000 jobs in this country while essentially saving Spanish jobs”. It was abundantly clear from that session that within IAG each Operating Company is having to consider what actions they take, independently and in accordance with local legal requirements.

Registered Office

International Consolidated Airlines Group, S.A.
El Caserío, Iberia Zona Industrial nº 2 (La Muñoza)
Camino de La Muñoza s/n, 28042 Madrid, Spain

Registro Mercantil de Madrid,
tomo 27312, folio 11, hoja M-492129
C.I.F. A85845535

UK Branch Registered Address

International Airlines Group
Waterside (HAA2), PO Box 365
Speedbird Way, Harmondsworth,
UB7 0GB, United Kingdom

Registered in England & Wales BR014868

Each Operating Company has clear governance and approval processes in relation to any decisions they take in relation to proposals that affect employees. There is no groupwide “centralised restructuring strategy” as you have suggested, as is evident from the information we have already shared with you.

Information Sharing

As mentioned in my letter of 12 May 2020, we have taken steps to share as much information as possible on the actions that each Operating Company is taking in response to Covid-19 (many of which have been agreed with local trade union representatives).

We also shared a slide pack with detailed information on these measures for you to consider at your Select Committee pre-meeting on 13 May 2020. You gave feedback that this was a useful document.

I want to reiterate that we are committed to sharing information with you when required and that we will comply fully with our obligations to consult where these are triggered. However, we do not accept that the announcement by British Airways on 28 April 2020 is transnational, nor that it is connected to measures being taken by other Operating Companies.

We note your comments on experts and translation of documents and we will review any requests in this regard once received.

For the avoidance of doubt, we see no reason to suspend the British Airways UK process. British Airways has a legal obligation to consult on its proposals in the UK and will continue to comply with this. The EWC Agreement itself recognises the importance of national consultation obligations and makes no provision for the suspension of these obligations, even if the matter was transnational, which clearly it is not in this case.

British Airways will continue to encourage Unite the Union and GMB to participate fully in this important consultation process and will continue to meet with BALPA regularly as it has been doing since the proposals were announced.

Yours sincerely,



Ed Bolton
Head of Business Services

Registered Office

International Consolidated Airlines Group, S.A.
El Caserío, Iberia Zona Industrial nº 2 (La Muñoza)
Camino de La Muñoza s/n, 28042 Madrid, Spain

Registro Mercantil de Madrid,
tomo 27312, folio 11, hoja M-492129
C.I.F. A85845535

UK Branch Registered Address

International Airlines Group
Waterside (HAA2), PO Box 365
Speedbird Way, Harmondsworth,
UB7 0GB, United Kingdom

Registered in England & Wales BR014868