



## VIENNA BASE PILOTS T&C's – 1 JULY 2020 TO 31 MAR 2023

The Collective Agreement dated 1 August 2018 is hereby terminated by agreement and will be replaced by the following VIE based pilots T&C's.

This CLA & Rostering Agreement enters into force on 1 July 2020 and may be terminated at any time during the agreement by 3 months notice in writing.

The employer or the employee may terminate the employment of pilots at any time by giving 3 months notice (or statutory notice for longer service in Laudamotion which only started services in Mar 2018) with effect from the 15<sup>th</sup> or the last day of each month.

### A. Basic Pay

	Annual Basic	Monthly (÷14)
CPT	€70,000	€5,000
FO	€35,000	€2,500
JFO	€25,000	€1,785
SO	€24,000	€1,714

The above annual and monthly figures include a tax-free allowance of €360 per month to cover unsocial hours including working nights, weekends, bank holidays, etc.

The basis of the special payments payable on 30 June and 30 Nov each year shall be the average monthly basic salary for the previous 5 months only, with no other payments. These payments will only be made to those crew members who are on the payroll for at least 5 months on each of these 2 special payment dates.

### B. Sector Pay - Payments Gross

	CP	FO	JFO	SO
Sector pay per sched block hour	€ 45	€ 25	€ 20	€ 15
Holiday sector pay per day	€135	€ 76	€ 53	€ 40
Working day off per day	€300	€250	€250	€100

"Sched block hour" (SBH) means Scheduled Block Hours for executed flights each day of duty. Sector Pay is calculated on a scheduled block hour basis and includes a premium for all hours associated with flight duty, including but not limited to pre and post flight reporting, delays and all onboard duties. Sector pay is only paid for revenue flights and no sector pay is payable during the 13 and 14 months when no sectors are flown.

A working day off" (WOFF) is defined as a day when a pilot commences a duty period operating commercial flights at the company's request on what was otherwise a rostered day off.

### C. Annual Allowance

	Annual Allow (÷14)	Training Allow P.A. (÷14)	Total P.A. (÷14)
Captain TRE	€4,000	€16,000 (1)	€20,000
Captain TRI	€4,000	€12,000 (2)	€16,000
Captain LTC	€4,000	€10,000	€14,000
Captain	€4,000		€ 4,000
FO, JFO, SO	€4,000		€ 4,000

1. Current TRE Allowance is comprised of €10,000 (LTC), plus €2,000 (TRI), plus €4,000 (TRE) as applicable.
2. TRI Allowance comprised of €2,000 (TRI), plus €10,000 (LTC) as applicable.

- The Annual Allowance is allocated as follows:
  - Loss of licence - €1,500
  - SIM allowance - € 500
  - Car Parking - € 500
  - Medical - € 500
  - Uniform/ID - € 500
  - Water - € 200
  - Phone - € 300

- Training allowance payable pro-rata for designated training months only. Maximum 4 non-training months notified individuals at least one month in advance.
- All annual allowances will be paid in 14-monthly instalments including the 13<sup>th</sup> & 14<sup>th</sup> month.

#### D. Leave

1. Pilots receive 38 days per annum including 13 public holidays of which 20 days may be applied for in blocks of 5 days. A further 5 days of annual leave days may be applied for as ad hoc individual days with the remainder of 13 days incorporated into the 5/3 favourable roster which already generates 33 more days off p.a than a normal 5/2 roster. No other special leave entitlement arise given the generous 5/3 fixed roster.

#### E. Co-Pilot Progression

All promotions made at the end of the month following the below Lauda flight hour thresholds being achieved:

- SO - < 500 Lauda hours
- JFO - < 1,500 Lauda hours
- FO - > 1,500 Lauda hours

#### F. Roster & Rostering Arrangements

1. 5 on 3 off pattern on a trial basis until 31 Mar 2023.
2. 6 on 2 off – will be rostered four times per year to cover recurrent training - notified 4 weeks in advance.
3. Command and other non-recurrent training (i.e. conversion training, LTC, TRI/E training etc) will be rostered on the basis of 5 on 2 off or whatever pattern is necessary to expedite training.
4. The balancing of the roster at all times is critical to maintaining operational efficiency, and for two duty blocks twice per year per pilot, individual Pilot roster patterns may be adjusted including from earlies to lates and vice versa, to take account of this balancing in order to ensure an even distribution of hours among all based Pilots.
5. Pattern changes (i.e. where it is necessary from time-to-time to change an individual roster pattern to ensure a balanced roster within a base) will only be made with at least 2 weeks' notice to the pilot.
6. Draft rosters will be issued each Friday for the four weeks commencing Monday three days later. Draft roster duties will be subject to change.
7. Final roster will be issued on Friday for the week commencing Monday three days later.
8. Days off in the draft roster (published four weeks in advance) will be guaranteed.
9. Roster changes (defined as involving an increase in sectors) will only be permitted from earlies to earlies or alternatively from lates to lates. These changes are compulsory and can be made on the day.
10. Pilots may refuse any roster change request that moves them from an early to late duty, or vice versa that day.
11. Annual Leave and roster patterns are subject to change on promotion or transfer.
12. Requests for specific days off or duty types cannot be accommodated however requests for individual days annual leave may be accommodated.
13. Any swaps made by Pilots must be approved, in writing, in advance by Crew Control.
14. Pilots may swap from a flight duty to a standby duty but not on the day or days immediately before or after rostered days off.
15. The payment for working day off will not apply unless a Pilot is contacted to work a duty commencing on a rostered day off by Lauda Operations or Crew Control. It will not apply to swaps or non-flying duties.
16. [REDACTED]
17. Pilots will arrange their own medical appointments outside of time rostered for duty by the company. Since pilots are paid an allowance for medical costs, pilots will pay the fees for any medical appointments to the provider directly.
18. If FTL's are reached or come into play, then, in order of priority; annual leave, then training, will be allocated.
19. All Flight Duty Periods will be subject to EASA FTL. If the applicable FTL's are significantly amended, then these rostering guidelines will be reviewed.
20. Early starts and late finishes will be subject to the restrictions of the EASA FTL.
21. Sick certs (self or doctor) must be submitted on the first day of absence in accordance with the procedures published by Lauda on Crewdock or any allowances payable for that month will be forfeited.

#### G. Training

All Pilots must have access to an internet enabled device that meets the minimum browser and content streaming requirements to view content of the Laudamotion training site for the duration of their employment. Training conducted via e-learning \ distance learning will be completed and payment for same has been incorporated into the basic pay in this document.

#### H. Part Time

In order to protect the integrity of the fixed, 5/3 roster and to prevent disruption to customers or colleagues, part time will only be possible where two pilots share a full roster line (e.g. each pilot operates 5/11) so a full 5/3 roster is covered by 2 pilots working together.

#### I. Productivity

1. This agreement guarantees no loss of current productivity which enables Lauda to plan and execute its flying programme with a crewing ratio of no more than 5.2 crews per aircraft (based on 850 hours per Pilot).

3. It is accepted that from time to time if operational circumstances change, (such as a heavy training burden, an aircraft introduction, or above normal levels of resignations/recruitment or force majeure), then the integrity of revenue flight operations will remain paramount and these rostering guidelines may be suspended or altered for periods of 28 days at a time and the basic provisions of the EASA FTL will apply.
4. Any unauthorised absences (i.e. non-certified sickness, no shows / non-compliance with absence reporting procedure) will be recovered in subsequent rosters through roster adjustments to scheduled days off if necessary. This ensures that the small number of Pilots who disrupt the roster and their colleagues unnecessarily at short notice will have the days recovered in the following month's roster.

**J. Out of base**

1. When a Lauda employed Pilot is rostered out of base duties the below process will be followed;
  - a. The rostering department will assign an out of base duty (including planned and unplanned night stops) which will trigger the payment of a €60 per diem per night and the requirement for hotel accommodation for which the company will pay.
  - b. Lauda's operations department will book and pay for the individual Pilots hotel accommodation and forward the confirmation to the individual Pilots electronic flight bag (EFB).
  - c. In the event of a requirement for ground transport to complete out of base duties Pilots can;
    - i. Use their own car and expense mileage (at the standard applicable Lauda rates), tolls, car parking etc.
    - ii. Request car hire booked and paid for by the Company through Pilot rostering. Any requests must be submitted within 48 hours of the out of base duty being published.
    - iii. Use public transport i.e. a bus or train and claim back the expenses where the use of public transport still allows the duty to be completed as determined by Lauda operations and in compliance with applicable FTLs.

**K. Other**

1. These T&C's apply to all Lauda aircraft types or variants based in Austria.
2. At the end of March 2023, if this agreement is not extended or replaced by a new agreement, the roster automatically reverts to an unfixed roster pattern.
3. This agreement contains the totality of all allowances and payments for Laudamotion Vienna pilots and supersedes all previous agreements. Laudamotion Vienna pilots are not entitled to any other payments other than those specified in this agreement.
4. Laudamotion commenced operation in March 2018 which is the earliest employment start date for any Laudamotion pilot. Any previous service or entitlements (prior to March 2018) do not apply to any pilot's current contract of employment with Laudamotion.

**Signed by Laudamotion:**

Andreas Gruber  
Joint CEO

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Date: 28 May 2020

David O'Brien  
Joint CEO

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Date: 28 May 2020

**Signed by WKO:**

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Date: 28 May 2020

**Signed by Vida Union:**

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Date: 28 May 2020



## VIENNA Training Pilots

### Appendix TO T&C's - 1 JUL 2020 TO 31 MAR 2023

The purpose of this document is to outline training payments and allowances for Lauda directly employed pilots who are appointed annually as training pilots (TREs, TRIs or LTCs) and who carry out training duties.

- All training pilot appointments are temporary in nature and subject to annual review and renewed or terminated.
- All payments associated with training duties are considered variable pay
- Training appointments may end at any time at the company's sole discretion. In such cases the pilot will return to your normal line flying duties and training payments and allowances will automatically cease and will no longer be considered part of their pay.

#### A. Training Pilot Allowances

**TRE Allowance:** The TRE Allowances amounts to €16,000 p.a. (paid in 14 monthly instalments) and is payable pro-rata for designated training months only. Maximum 4 non-training months notified to TREs at least one month in advance. The allowance is broken down as follows:

- TRE: €4,000
- TRI: €2,000 (if applicable)
- LTC: €10,000 (if applicable)

**TRI Allowance:** The TRI Allowances is up to €12,000 p.a. (paid in 14 monthly instalments) and is payable pro-rata for designated training months only. Maximum 4 non-training months notified to TRIs at least one month in advance. The allowance is broken down as follows:

- TRI: €2,000
- LTC: €10,000 (if applicable)

#### Sim Training

- Simulator Training payments applicable to TREs/TRIs for each day of training will be paid at a rate of €225 per day
- Office Work for TREs/TRIs will be paid at the daily rate of €135 only when rostered in advance and approved by the company.

**LTC Allowance:** The annual LTC Allowance is €10,000 p.a. (paid in 14 monthly instalments) and is payable pro-rata for designated training months only. Maximum 4 non-training months notified to LTCs at least one month in advance.

#### Line Training

- Line Training payments applicable to LTCs for each day of training will be paid at the applicable block hour rate
- Office Work for LTCs will be paid at the daily rate of €135 only when rostered in advance and approved by the company.

#### C. Part Time

In order to protect the integrity of the fixed, 5/3 roster and to prevent disruption to customers or colleagues, part time working will only be possible where two training pilots share a full roster line (e.g. each pilot operates 5/11 so a full 5/3 roster is covered) by the 2 pilots covering the avg. full time roster.

#### D. Out of base

When a Lauda employed training pilot is rostered duty out of base the below process will be followed;

- a. The rostering department will assign an out of base nightstop (including planned and unplanned night stops) which will trigger the payment of a €60.00 per diem per night
- b. The operations department will book the individual pilots hotel accommodation and forward the confirmation to the pilot.
- c. In the event of a requirement for ground transport to complete out of base duties, a pilot can;
  - i. Use their own car and expense mileage (at the standard Lauda rates), tolls, car parking etc.
  - ii. Request car hire booked by the Company through the training admin department. Any requests for car hire must be submitted within 48 hours of the out of base duty being published.
  - iii. Use public transport i.e. a bus or train and claim back the recovery of expenses where the use of public transport still allows the duty to be completed as determined by Lauda operations and in compliance with FTLs.

**PILOTS VIE BASE COSTS**

<b>2019 LAUDA OLD VIE PILOT COSTS (BASED ON AVG. YRS SERVICE)</b>					
	<b>BASIC P.A</b>	<b>MONTHLY (÷14)</b>	<b>SCTR (850 HRS)</b>	<b>HOL SCTRS</b>	<b>TOTAL</b>
<b>CAPTS (Yr5)</b>	€92,554	€6,611	€39,210 (1)	€5,075 (3)	€136,839
<b>FO'S (Yr3)</b>	€45,528	€3,252	€22,591 (2)	€2,870 (4)	€70,989
<b>JFO'S</b>	-	-	-	-	-
<b>SO</b>	-	-	-	-	-

1. CAPTS sector pay 850hrs x €41 plus 2 months (13 & 14) @ €2180 p.month (€4,360)
2. FO sector pay 850hrs x €23.50 plus 2 months (13 & 14) @ €1308 p.month (€2,616)
3. CAPTS Holiday Sectors 35 days x €145 per day = €5,075
4. FO Holiday sectors 35 days x €82 per day = €2,870

<b>LAUDA NEW VIE PILOT COSTS FROM 1 JULY 2020</b>						
	<b>BASIC P.A</b>	<b>MONTHLY (÷14)</b>	<b>SCTR (850 HRS)</b>	<b>HOL SCTRS + ANN ALLOW</b>	<b>TOTAL</b>	<b>Change</b>
<b>CAPTS</b>	€70,000	€5,000	€38,250 (€45)	€9,130 (1)	€117,380	(-14%)
<b>FO'S</b>	€35,000	€2,500	€21,250 (€25)	€6,888 (2)	€63,138	(-11%)
<b>JFO'S</b>	€25,000	€1,785	€17,000 (€20)	€6,014 (3)	€48,014	
<b>SO</b>	€24,000	€1,714	€12,750 (€15)	€5,520 (4)	€42,270	

1. Capt Hol Sectors 38 days @ €135 = €5130 + €4000 ann allow = €9130
2. FO Hol Sectors 38 days @ €76 = €2888 + €4000 ann allow = €6888
3. JFO Sectors 38 days @ €53 = €2014 + €4000 ann allow = €6014
4. SO's Hol Sectors 38 days @ €40 = €1520 + €4000 ann allow = €5520

**Notes:**

VIE based CAPTS avg. of 5.5 yrs "service" at 1 April 2020  
 VIE based FO's avg. of 2.6 yrs "service" at 1 April 2020

