



To all CV Staff

CWA UPDATE

Cargolux management refuses main negotiation point

December 11th 2014

Dear Colleagues,

Following three days of negotiations the OGBL and LCGB unions were informed by the Cargolux management negotiation team today that they will not obtain the required mandate from their Executive Committee which would allow discussions on the most important claim from the employees – the managed growth of the Cargolux both in Luxembourg and abroad, otherwise known as a "scope clause".

Previously management asked the employees to accept major concessions which include among other things salary freeze, reduction of vacation and increase of working time without compensation.

Most concerning was the large claim for the installation of a new inferior pay scale for new employees thus creating a second class citizen within the company.

As a sign of good will and effort to move the negotiations forward in a productive manner, both unions had agreed to adopt one of management's claims valued at nearly \$12 million and even restated a willingness for other

measures that could lead to a value of up to \$30 million. These steps represent a significant contribution toward the development and long term sustainability of Cargolux. In a recent staff meeting management has shown that the airline is generating an operational profit.

It is unfortunate that Management has decided to refuse even discussing scope clause. To simply dismiss \$42 million in potential savings, a number that comes close to the initial company claim, can lead one to believe management is not being completely transparent with their true plans and intentions.

The unions remain ready to negotiate but must wait until Management grants their negotiation team permission to discuss scope clause.

Thank you for your continued support.

On behalf of your negotiating team,

A.Kapweiler

H. Hollerich

D.Massaro

D.Becker

Union Secretary
LCGB

Central Secretary
OGBL

President
Delegation

Staff
Delegate