

2012 Fixed Pattern Roster Agreement

27th February 2012

Parties to this agreement are the Irish Air Line Pilots Association ("IALPA") and Aer Lingus Group PLC its subsidiaries and assigns ("Aer Lingus"). Following discussions during February 2012 the parties have agreed to extend the trial period of the 5353 roster. In that context it is agreed to extend the validity of the "Trial Rules" and all associated understandings from the Labour Relations Agreement dated 21st July 2011, known as the "Supporting Agreement", for the duration of the Summer 2012 and Winter 2012/13 Aer Lingus schedule, with the additional arrangements outlined below. For the avoidance of doubt all working conditions and annual leave amendments referred to in this agreement will revert back to the Yellow Book in the event Aer Lingus discontinue the 5/3/5/3 roster pattern.

Leave

There will be no reduction to guaranteed pilot leave. The summer leave period will be reduced in length to ensure that all guaranteed summer leave weeks will better align with the actual months of summer. The summer leave period for 2012 will be 5.5 Roster Periods (22 weeks for each resource group). The earliest a resource group will commence their summer leave is the 20th April 2012. Each pilot will receive an entitlement of two weeks leave during this shorter period. This two week guaranteed summer leave will take the form of FFFLLLLLFFFLLLLLFFF. The Winter Leave allocation period will be 7.5 Roster periods (30 weeks).

Allocation of Leave

As per existing agreements, where pilots have not taken the opportunity to book their full allocation of annual leave (GL and Res Leave), the company have the right to roster any outstanding leave with thirty days notice. It is now agreed that a maximum of up to five days of this outstanding annual leave may be rostered by the company with a minimum 17 days notice. It is agreed that these leave day(s) will be appended to free days.

Day of Operations amendment

It has been agreed to remove the following from section 13 "and terminating in the period 0100 to 0629". This issue is to be resolved by the Technical Working Group (TWG).

Part-time

It is agreed that pilots who avail of part time working arrangements in a 53 pattern will have their PRT days rostered in conjunction with their free days. The existing arrangement of a fixed day in the pattern, eg. Day 1 or day 5 of work being rostered as a PRT day (eg. 4/4/4/4 rostered) is discontinued. For the avoidance of doubt a pilot on a 80% roster will never be rostered more than 4 days consecutive work.

Cork Base

Volunteers will be sought within the Cork base to develop local work arrangements with a focus on early duties and a view to improving bid satisfaction.

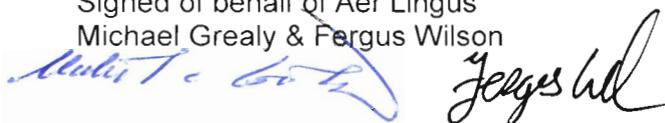
Flex Roster

It is agreed to increase the level of Flex per day to 2 crews per resource group per roster period. The TWG will review these levels of Flex on an ongoing basis.

Review:

The parties agree to commence a review of this agreement no later than 7th December 2012 with due regard to the Summer 2013 schedule. It is agreed that the continuation of the Technical Working Group (TWG) is essential to optimising roster efficiency on an ongoing basis in the context of ensuring operational robustness and the monitoring of agreed rules and practices.

Signed of behalf of Aer Lingus
Michael Grealy & Fergus Wilson



Signed on behalf of IALPA
Alan Breton

