

København den 1. marts 2024

Bestyrelsens beretning

ENGLISH BELOW

Kære medlem

2023 startede hårdt ud! Vi havde aftalt en indeksregulering med selskabet som skulle gælde pr. 1. Januar 2023. Egentlig skulle vi have aftalt en fast mekanisme fremadrettet, men vi endte med en 1-årig aftale om 3,4%, hvorefter det blev aftalt at finde den faste mekanisme under OK23 forhandlingerne senere på året. I god tro, blev alle beregninger på reguleringen lavet ud fra den løntabel vi forventede skulle være pr. 1. Januar 2023, dvs. Inkl. de 3% vi havde afgivet på alle løntrin for at komme tilbage efter COVID-19. Det viste sig, at blive noget rod. Selskabet hævdede at det aldrig var intentionen vi skulle have de 3% og FPU var sådan set enige i den hensigt. Dog havde selskabet utallige gange selv brugt løntabellen med de 3%. Der var nu to alternativer tilbage, enten blev de 3% trukket tilbage og genforhandlet under OK23 forhandlingerne, eller også lavede vi en aftale med selskabet om at fastholde det som allerede var udsendt, altså 3% stigning + 3,4% regulering, og så medtage stigningen til OK23 forhandlingerne. Det blev den sidste løsning og derfor er 3% lønstigning givet den 1. Januar 2023 indgået i OK23 forhandlingerne som en del af NCUD's krav.

Herefter gik vi ind i endnu en travl sommer. Ferieplanlægningen er flyttet fra Norge til Spanien. Bente, som i mange år har siddet med ferieplanlægningen på FBU, gik på pension, og Alessandra's team i BCN overtog – dette har ikke været uden komplikationer, og er det fortsat ikke. Vi ved hvor vigtig ferie er for vores medlemmer og vi er derfor i konstant dialog med selskabet i forhold til at løse de problemer der opstår – selvom vi er kommet meget langt, forventer vi desværre ikke at være helt i mål endnu, men vi kæmper for jer, det skal I vide.

Vi har været i overtallighed over vinteren, og det skyldes primært, at alle kvalificerede kolleger med kontraktudløb i efteråret 2023, fik tilbudt fastansættelse. Dette har resulteret i overtallighed i CPH over vinteren, som samtidig har medført, at vi har fløjet en del mindre end i sommer og at vi har fløjet fra mange af de andre baser. Vores base vokser og vi skal snart byde velkommen til ca. 60+ nye kolleger, og som altid vil NCUD besøge alle hold på CAE og tilbyde dem medlemskab i NCUD/FPU til intropris.

2023 blev også året hvor FPU fik et medlemstilbud på forsikringer til vores svenske medlemmer gennem Trygg Hansa. Vi har arbejdet hårdt på, og vil fortsat arbejde hårdt på, at vores svenske og internationale medlemmer også fremover vil nyde godt af medlemstilbud i FPU.

Vi har også fået en hjemmeside ncud.dk. Denne har været en nødvendighed, da vi har ca. 50 medlemmer, som ikke er på Facebook og samtidig har vi oplevet store problemer i vores masseudsendelse af mails til jer, da mange af jeres mailservere har opfattet vores mails som spam. Derfor har I ikke kunnet modtage mails fra os med vedhæftede filer. Vi oprettede derfor hjemmesiden og den vil være i konstant udvikling ud fra de behov vi og

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vores medlemmer har. Den er indlogningsbaseret og kun medlemmerne kan se indholdet. Vi vil fremover bruge hjemmesiden mere og mere og her kan I se overenskomster, kalender med begivenheder, artikler, nyhedsbreve og meget mere. Husk nu, at information på hjemmesiden og i øvrigt al anden information fra os, er strengt personligt for medlemmer og må ikke videresendes eller deles med ikke-medlemmer!

Jeres tillidsrepræsentanter har været indkaldt som bisidder til et stadigt stigende antal møder mellem et medlem og selskabet. Der har desværre også været en del sager, hvor vi ikke har været indkaldt af medlemmet og det er svært for os efterfølgende, at hjælpe på den rigtige måde, når vi ikke har været med hele vejen. Brug os, og brug os i god tid. Er I indkaldt til et møde, så tage fat i os med det samme, så vi kan sikre, at vi kommer med som bisiddere – vi ved det kan være stressende at blive indkaldt til et møde med selskabet og vores tilstedeværelse vil typisk hjælpe og vi kan tage os af det formelle og juridiske samt rådgive på den rigtige måde.

Vi vil også gerne slå et slag for den hjælp I kan få gennem FPU, hvor der både sidder en arbejdsskadesagsbehandler og en socialrådgiver tilgængelig for jer. Tag kontakt til dem tidligt, så de kan hjælpe jer bedst muligt. Tag gerne kontakt til os, så kan vi sætte jer i forbindelse med dem der kan hjælpe jer med lige nøjagtigt jeres problem.

Til sidst vil vi gerne fortælle jer lidt om overenskomstforhandlingerne, som nu er endeligt afsluttet. Medlemmerne stemte JA til den nye overenskomst med 62,6% og valgdeltagelsen var 78,4%. Det er meget flot og mange lokalforeninger vil være misundelige på så høj en deltagelse. Tusind tak for jeres store engagement til medlemsmøderne og tillykke med overenskomsten.

Forhandlingerne blev indledt med et sættemøde i september 2023 og herefter har vi udvekslet kravslister. Som ny lokalforening er første forhandling svær, men vi har fået god hjælp af FPU. Vores fokus har været på medlemsundersøgelserne og resultatet afspejler hvad I medlemmer har ønsket til disse undersøgelser. Nu vil vi implementere den nye overenskomst og allerede næste år begynder arbejdet og forberedelserne til de næste OK forhandlinger. Her har vi mulighed for, hvis medlemmerne ønsker det, at arbejde videre på nogle af de nye tiltag der ligger i overenskomsten, her mener vi særskilt work-life-balance vilkårene i OK.

Nu går vi ind i en ny periode i NCUD's bestyrelse. Næstformanden, Annika, genopstiller ikke sit kandidatur som næstformand. Under disse 3 år som næstformand har Annika lagt et stort stykke arbejde i bestyrelsen og for jer medlemmer. Arbejdet har været uundværligt og vi vil gerne give Annika en stor tak for sit store engagement – det har været en stor fornøjelse for os at arbejde med Annika og vi glæder os til at flyve med hende ude på linjen.

Med disse ord, vil vi sige tak for 2023, tak for jer og tak for jeres engagement. Vi er gået ind i 2024 med ny OK og vores arbejde fortsætter for jer og for jeres vilkår. NCUD eksisterer ikke uden jer medlemmer og jeres positive indstilling og store engagement. Tak!

NCUD's bestyrelse

Jeres tillidsrepræsentanter

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Dear member

2023 started hard! We had agreed an index adjustment of the salary with the company which was to apply as of 1st of January 2023. Actually, we should have agreed a fixed mechanism going forward, but we ended up with a 1-year agreement of 3.4%, after which it was agreed to find the fixed mechanism during the OK23 negotiations later in the year. In good faith, all calculations on the regulation were made based on the salary table we expected to be per 1st January 2023, i.e. Incl. the 3% we had given up on all pay levels to get back after COVID-19. It turned out to be a mess. The company claimed that it was never the intention that we should have the 3% back and FPU agreed with that intention. However, the company itself had used the salary table with the 3% countless times. There were now two alternatives left, either the 3% was withdrawn and renegotiated during the OK23 negotiations, or we made an agreement with the company to maintain what had already been issued, i.e. 3% increase + 3.4% regulation, and then include the increase in the OK23 negotiations. We agreed on the last solution and therefore a 3% wage increase given on 1st January 2023 was to be carried in the OK23 negotiations as part of NCUD's demands.

After this we entered another busy summer. The vacation planning was moved from Norway to Spain. Bente, who were in charge of vacation planning at FBU for many years, retired, and Alessandra's team at BCN took over – this has not been without complications, and still is not. We know how important vacation are to our members and we are therefore in constant dialogue with the company in relation to solving the problems that arise – although we have come a long way, unfortunately we do not expect to be quite there yet, but we are fighting for you guys, you should know that.

We have had a surplus of cabin crew over the winter, and this is primarily due to the fact that all qualified colleagues with contracts expiring in autumn 2023 were offered permanent employment. This has resulted in a surplus in CPH over the winter, which has also meant that we have flown quite a bit less than during the summer and that we have flown from many of the other bases. Our base is growing and we will soon welcome approx. 60+ new colleagues, and as always, NCUD will visit all courses at CAE and offer them membership in NCUD/FPU at an introductory price.

2023 was also the year when FPU got a membership offer for insurance for our Swedish members through Trygg Hansa. We have worked hard, and will continue to work hard, to ensure that our Swedish and international members will also benefit from membership offers in FPU in the future.

We have also got a website ncud.dk. This has been a necessity, as we have approx. 50 members who are not on Facebook and at the same time we have experienced major problems in our mass sending of emails to you, as many of your mail servers have perceived our emails as spam. Therefore, you have not been able to receive emails from us with attached files. We therefore created the website and it will be in constant development based on the needs we and our members have. It is login-based and only members can see the content.

In the future, we will use the website more and more, and here you can see agreements, a calendar of events, articles, newsletters and much more. Now please remember that

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information on the website and all other information from us is strictly personal for members only and must not be forwarded or shared with non-members!

Your union representatives have been summoned as co-chairs to an ever-increasing number of meetings between a member and the company. Unfortunately, there have also been a number of cases where we have not been summoned by the member and it is difficult for us subsequently to help in the right way when we have not been with the member all the way. Use us, and use us well in advance. If you have been called to a meeting, contact us immediately so that we can ensure that we come along as bystanders - we know it can be stressful to be called to a meeting with the company and our presence will typically help and we can take care of the formal and legal matters as well as advise in the right way.

We would also like to promote the help you can get through FPU, where there is both an occupational injury employee and a social worker available to you. Get in touch with them early so they can help you as best as possible. Feel free to contact us and we can put you in touch with those who can help you with exactly your problem.

Finally, we would like to tell you a little about the collective agreement negotiations, which have now finally concluded. The members voted YES to the new collective agreement with 62.6% and the turnout was 78.4%. It is a high number of participation and many local associations will be envious of such a high turnout. Thank you very much for your great commitment to the member meetings and congratulations on the agreement.

The negotiations began with a meeting in September 2023 and we have since then exchanged lists of demands. As a new local association, the first negotiations are difficult, but we have had good help from FPU. Our focus has been on the member surveys and the result reflect what you members asked for in these surveys. Now we will implement the new collective agreement and already next year the work and preparations for the next CBA negotiations will begin. Here we have the opportunity, if the members so wish, to work further on some of the new initiatives contained in the collective agreement, for example work-life-balance terms in the CBA.

We are now entering a new period for NCUD's board. The deputy-chairman, Annika, does not re-apply her candidacy as deputy-chairman. During these 3 years as deputy chairman, Annika has put a lot of work into the board and for you members. The work has been indispensable and we would like to give Annika a big thank you for her great commitment - it has been a great pleasure for us to work with Annika and we look forward to flying with her on the line.

With these words, we want to say thank you for 2023, thank you for you and thank you for your commitment. We have entered 2024 with a new CBA and our work continues for you and for your conditions. NCUD does not exist without you members and your positive attitude as well as great commitment. Thank you!

NCUD's Board

Your Union representatives