

Captain Yngve Carlsen

President of NF

By email: yngve.carlsen@flyger.no

October 14th, 2021

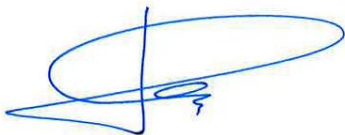
Dear Cpt. **Yngve Carlsen**,

The Spanish Airline Pilots' Association (SEPLA) is appalled that SAS management laid off 560 pilots (40% of the workforce) due to the pandemic and has recently informed its remaining employees that new companies were being established ("SAS Connect" and "SAS Link") based at current SAS bases in Copenhagen, Oslo, and Stockholm. We find even more shocking that the airline is undergoing a fleet change and will be transferring the new airplanes within these new companies, thus reducing the SAS fleet from 100 to 39 short-haul airplanes. And it is objectionable that pilots that were fired are not being re-hired and must re-apply for their previous jobs on new Terms and Conditions. And on top of that, the fact that it seems that very few fired pilots will be re-employed in the new companies, as SAS management attempts to evade business transfer laws in Scandinavia is really appalling.

We find all of the above actions taken by SAS management are union-busting practices and entail the elimination of bargaining rights. In fact, we are deeply concerned that SAS management has decided to use anti-union practices against pilots. Union-busting tactics are unacceptable. SEPLA stands in support of the NF and its members and we wish to express our solidarity and support for your struggle against this recent assault.

Dear friends, please rest assured that our thoughts are with you, as we truly do hope that your just fight for decent working conditions, for the re-hiring of fired pilots during the Covid-19 pandemic and for the workers' right will be successful.

In solidarity and unity,



Capt. Óscar Sanguino

President