

PRESS RELEASE

Wizz Air enforced for discrimination charges against its employees

The low-cost giant Wizz Air has a long-standing reputation when it comes to employee terms and conditions. The company has been guilty since 2019 of two final sentences by the Romanian Supreme Court for discriminating against its employees.

In 2014, Wizz Air fired 19 employees after they set up and joined a trade union.

In 2015, Wizz Air was already guilty by the National Council for Combating Discrimination (CNCD) in Romania that the dismissals clearly constituted discrimination against employees, CNCD deciding the following:

- ✓ Communicating disagreement with the establishment of the union is discrimination (Wizzair publicly expressed its disagreement, both during a basic meeting and in a written minute)
- ✓ The termination of the employment contracts of the persons associated with the formed union, represents discrimination
- ✓ The discrimination aimed to stop the trade union movement, which is an extremely serious act.
- ✓ Application of the total contingency fine in the amount of 25,000 lei (aprox. 5200 Eur) for Wizz Air Hungary KFT, Budapest
- ✓ Obliges Wizzair Hungary KFT to communicate the summary of this decision in the national media.

The case was supported by Costel Gîlcă, the union's lawyer and the Honorary President of the FPU Romania association:

"The verdict is very important for the right to organize and it sets an example that this type of behavior will not go unnoticed and has consequences. In the long run, however, these decisions should be accompanied by a fine proportional with the company's turnover."

Finally, the union won a new victory, the company being obliged to publish the summary of these decisions in the national circulation press and in its own publication that is distributed to travelers, according to art. 26 para. 2 to O.G. no. 137/2000.

- The Buftea Court recently approved by file no. 34294/94/2020 and 33849/94/2020, enforcement pursuant to the enforceable title represented by:



- Decision no. 260 / 03.06.2015 pronounced by CNCD and remained final through the civil sentence no. 881 / 16.03.2016 of the Bucharest Court of Appeal, as well as by the civil decision no. 1237 / 07.03.2019 of the Supreme Court.
- Decision no. 490 / 04.11.2015 pronounced by CNCD and remained final according to the civil sentence no. 5098 / 28.10.2019 pronounced by the Supreme Court in the file no. 8114/2/2015.

"It is a great victory not only for us, but for all crew members of airlines in Romania and Europe that the Supreme Court upheld with this verdict," says Mircea Constantin, Head of Representation for Flight Personnel Union Romania (FPU Romania) and chairman of the union organized within Wizzair, and adds:

"We have seen a new generation of airlines in Romania, where the leadership style is very hostile to the right of employees to organize in unions, among the critics is even the Prime Minister of Norway Erna Solberg, who said she does not want to fly with a company that refuses to organize employees."

France, Austria, Belgium, Denmark, Italy, Luxembourg, the Netherlands and Portugal spoke together in favor of a more socially responsible post-COVID-19 recovery, calling on the European Commission and all Member States to address the issue of developing atypical forms of employment and, in general, social dumping in the airline industry. But also to propose rapid measures to restore healthy and fair competition in the sector, as well as to ensure respect for the social rights of all workers.

Aerolimit Professional Trade Union and FPU Romania Association support the joint statement in favor of a more socially responsible aviation sector, recently made by French Transport Minister Jean-Baptiste Djebbari and seven of his European counterparts at an informal EU Council meeting, which took place on December 8, 2020.

For more information, please contact:

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Note to editors: SAP is the first legally established trade union in Wizzair.

Flight Personnel Union Romania is a professional association specialized in the aviation industry, with trusted representatives in European organizations that fight for the interests of employees in the aviation industry.

Through our close cooperation with Flyvebranchen Personal Union (FPU), we want to stop social dumping and redefine social dialogue in Eastern Europe.

FPU Romania is the first organization in Romania that aims to bring together pilots, cabin crew and ground staff and help them organize into associations that promote decent working conditions.

Website and social media:

www.fpu-romania.dk / www.linkedin.com/company/fpuromania / https://twitter.com/FPU_Romania

