



## Press release on the latest information on strike readiness at Smartwings, a.s.

Prague 12. 6. 2025

Smart Unity, odborová organizace pilotů Smartwings, a.s., ID No.: 217 79 724, with its registered office at Malé sídliště 1100/43, Beroun-Město, 266 01 Beroun (hereinafter referred to as "**Smart Unity**") and the Odborová organizace posádek letadel, ID No.: 638 36 319, with its registered office at Prague 6, Ruzyně Airport (hereinafter referred to as the "**OOPL**") and the ČESKÉ SDRUŽENÍ DOPRAVNÍCH PILOTŮ CZALPA ČSA, ID NO.: 631 12 591, with its registered office at Prague 6, Prague Ruzyně Airport (hereinafter referred to as "**CZALPA**") and the Odborový svaz zaměstnanců letectví, ID No.: 438 72 450, with its registered office at Prague 6 – Ruzyně (hereinafter referred to as "**OSZL**") are trade unions operating within Smartwings, a.s., ID No.: 256 63 135, with its registered office at K Letišti 1068/30, 160 08 Prague (hereinafter referred to as "**Smartwings**").

**On 2. 6. 2025, Smart Unity with cooperating trade unions proceeded to declare strike readiness** pursuant to par. 9. 4. Memorandum on the Principles of Communication between Smartwings, a.s. and Smart Unity, the pilots' union of Smartwings, a.s., as well as other trade unions.

With the strike readiness, we have appealed to all employees to support strike readiness from 2. 6. 2025 by not accepting random changes, but by strictly adhering only to their work obligations arising from employment contracts and properly planned shifts.

**Strike readiness was declared until further notice**, with the proviso that after 10 days it would be assessed whether the reasons for declaring strike readiness persist with the possibility of going on strike.

We remind you that the reasons for declaring strike readiness are as follows:

- 1) Long-term unsustainable operation of Smartwings, whereby random changes to scheduled flights and long-term stays abroad excluding family life of employees



are repeatedly made due to the understaffing of pilots caused by employee turnover, which is a result of Smartwings's approach to its employees;

- 2) Failure to comply with operational standards on the part of Smartwings, including compliance with flight service time limits;
- 3) Failure to comply with effective legal regulations on the part of Smartwings, in particular informing and consulting trade unions;
- 4) Failure to respect the Memorandum on the Principles of Communication between Smartwings, a.s. and Smart Unity, the pilots' union of Smartwings, a.s., as well as other trade unions;
- 5) Downplaying the security risks associated with some of the destinations to which Smartwings flies;
- 6) Insufficient financial remuneration for Smartwings employees.

We also remind you that the goals of strike readiness are as follows:

- 1) Immediate implementation of clear steps by Smartwings to stabilize the personnel situation in the company;
- 2) Reassessment of Smartwings's position on compliance with effective legal regulations, in particular not complicating information and consultation with trade unions;
- 3) Reassessment of Smartwings's position on compliance with the Memorandum on Principles of Communication between Smartwings, a.s. and Smart Unity, the pilots' union of Smartwings, a.s., as well as other trade unions;
- 4) Presentation of tangible steps taken by Smartwings to change the planning system, including stabilization of scheduled shifts;
- 5) Active communication regarding the measures taken by Smartwings to minimize security risks on flights to destinations such as Israel or India;
- 6) Increase in the financial remuneration of Smartwings. employees, both in terms of basic remuneration and bonuses, etc.

To date, we can confirm that on 5. 6. 2025, a meeting of Smart Unity representatives took place with Roman Vik, as the representative of the owners, and other representatives of the management of Smartwings. At this meeting, the willingness of all participants to implement changes was outlined, both the acceptance of immediate partial changes and the conclusion of a collective agreement. This good faith in negotiations was confirmed by Roman Vik on the same day in the evening broadcast on Pavlína Wolfová's 360° show.

The last meeting so far, which concerned technical and operational matters, including minimizing shift changes under 48 hours, took place on 11. 6. 2025.

Two more meetings are currently scheduled, on 18. 6. 2025 with Roman Vik and on 24. 6. 2025 with the Board of Directors of Smartwings on the issue of collective bargaining.



**As today is the 10th day since the strike readiness was declared, after careful consideration we would like to inform you that the strike readiness continues and will not be cancelled today.** We emphasize that strike readiness is announced until further notice.

Although we see a shift on the part of Smartwings regarding the approach to mutual negotiations, which is also the reason why we have decided not to go on strike for the time being, the partial changes discussed have not yet been implemented and should hopefully happen in the coming days.

Following the course and results of further negotiations, there will be a further reassessment of strike readiness, including the possibility of declaring a strike on 30. 6. 2025.

Thank you all for your support

**Smart Unity, pilots' union of Smartwings, a.s.**



**SMART UNITY, pilots' union of SMARTWINGS, a.s.**

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