

Dear friends

It makes me happy to see how many of you have come today to celebrate the Danish model with Luftens Helte and FPU.

It's good to see so many of you here ..... because this is really an important matter.

That so many of you have come here today to express your support for ensuring fair salary and working conditions,

And to say loud and clear that everyone in Denmark should benefit from fair working conditions

**INCLUDING** Ryanair employees.

Today is a good day! The Labour Court is ours. It's the Danish model. And it's the day where we can all agree on how to answer this question:

Do we just look out for ourselves ..... or do we look out for one another?

Those of us who are here today, we're not in doubt ... we must look out for one another.

That's why we are here today – in front of the Labour Court

And that's why a number of our people are there – inside the Labour Court.

Because.....

You can't just come flying in and dump your way into Danish air space.

In Denmark, our labour market is organised. **On land, at sea and in the air.** This is what we are celebrating.

I was happy to be invited to say a few words here today. To demonstrate to you the Danish LO family supports the FPU's wish to achieve a collective agreement with Ryanair.

I can't say this loud enough – we are behind you all the way!!

This is about the kind of society we want Denmark to be.

We want a society where you get decent pay for a job well done.

A living wage. A wage that will provide a roof over your family's head and put food on the table. And Ryanair is not paying this kind of wage..... not yet!

The conflict we're in is not for fun. It's serious business – the stakes are high.

That's why it warms my heart to see and feel your support for your fellow workers and your support for the right to decent working conditions.

And it's not just in our little country that we see immense support for the FPU.

What's going on here has gained immense attention internationally, and we have received many declarations of support and solidarity from our colleagues from all over Europe.

The European Transport Worker's Federation have expressed their support.

And so has the ETUC – the European LO.

This support warms us – especially on a cold and rainy day like today....

I have been asked whether I, as Vice President of LO, really want to be held responsible for preventing jobs from being created in Denmark – this will be the case if Ryanair do not succeed at starting up in Kastrup.

This is not a fair question – it only serves the interests of Ryanair.

Because Ryanair are trying to create an illusion that you can't run a low-cost airline *and* treat your employees fairly *and* give them a decent living wage..

But that's a lie! .....it's simply not true!

My answer to that question is that I say NO to jobs that aren't decent! I say NO to wage dumping and NO to the race to the bottom of the pit.

Instead I say YES to creating jobs in Denmark with decent wages and working conditions.

For all Heroes of the Sky –

Whether you work for SAS or Norwegian –

Whether you are a pilot, cabin crew or ground personnel.

Whether you work for the airport or work for another employer – in the public sector or the private sector –

Well, everyone – and I mean everyone - has a right to decent working conditions – a good job with decent pay and a safe and healthy working environment.

And ... Big surprise.... When you live in Denmark and have to pay Danish rent, buy your food in Danish supermarkets and contribute to the country you are living in, then you need a Danish wage and not an Eastern European wage.

It's actually a little bit funny that Ryanair find it so difficult to calculate what it costs to live in Denmark.

I mean, they even once toyed with the idea of charging their passengers for use of the toilet on board.

We're not like that. All we ask for is a collective agreement and decent pay.

And should Ryanair management choose to drop by the FPU .....- to finally negotiate a collective agreement, well I'm sure they would be allowed to use the toilet – for free, of course ☺.

I want to stress... there is nothing **unusual about this conflict**.

The Danish trade unions put forward claims for collective agreements and decent working conditions every single day. And there are often many sympathy strikes around the country.

What is unusual in this case is **the employer**.

An employer who only pays employees 10,000 kroner a month. Who doesn't provide a pension scheme. Who provides no pay during sickness. No pay when flights are cancelled or delayed. And no pay for time spent getting ready for take-off.

Who only allows employees 18 days of holiday per year. Who lets employees pay for their own uniforms and training. And who even demands that they pay for the right to quit their job! .....

A 200-Euro handling fee!!! That's ridiculous... and if it wasn't such a serious matter and true, one might even feel sorry for the people who come up with these outrageous conditions. But – dear friends, this is serious !!! They are serious .....

Now THAT's an unusual employer. At least in Denmark. And thank God for that! This is one area where we don't want to learn anything from the Irish.

Ireland is a wonderful country with wonderful people. However, for generations the Irish have been forced to emigrate from their country because no jobs were to be found, at least not jobs that could provide a living. During the recent recession, an Irish person emigrated every six minutes. Because there were no decent jobs.

In Denmark, enterprises can both be competitive and pay their employees a living wage. That's something we can be proud of.

Denmark is a society that we have all built together - patiently - over many years.

The Ryanair conflict also requires patience. We will not accept that they ruin our Danish labour market. Because we look out for one another – no one has to stand alone in our society that builds on collective agreements.

We want Ryanair to accept the rules of the Danish labour market. And we, of course, must also play by these rules.

The case that is being tried right now, in there – in the Labour Court – is being tried because Ryanair has rejected the FPU's request for a collective agreement, and has also said that they will press charges if they experience industrial action and sympathy strikes.

This is why we, the trade unions, have chosen to address this matter head on – as we normally do.

We have asked the Danish Labour Court to decide already now – to declare that the pressure we are putting on Ryanair is in accordance with the Danish model.

Now we must let the Labour Court make its ruling, which we of course hope and believe will be in favour of the interests of all Danes. So now we have to be patient – very patient .....

While we are waiting, we will celebrate what we are doing here today. Luftens Helte have invited us here today to celebrate – we have pilots serving hotdogs and good music. And now that music is playing, it reminds me of a song:

"Fly On The Wings Of Love" by Brødrene Olsen. The song they won the Eurovision Song Contest with almost 15 years ago. Ryanair could learn a thing or two from Brødrene Olsen.

They should fly and at the same time demonstrate respect, understanding and caring for their employees. If Ryanair were decent to their employees, they would stay with the company – all the skilled employees – for many years. This would keep Ryanair in the air and secure a solid future for the airline.

And I would like to say to Ryanair:

We are not AGAINST YOU.

WE are FOR decent pay and working conditions.

Our goal is a collective agreement.

Our goal is **not** a strike –

We are not here to create trouble - we are here to find solutions....

Like the collective agreement FPU and Serviceforbundet have recently entered into with DAT – like Dansk Metal (the Danish Metal Workers' Union), who are in negotiations with Boeing about a collective agreement for the flight mechanics at Boeing's new site in Kastrup ...

Like Brødrene Olsen, we *want* to win. Even though we know we're up against a heavy player with big funding.

We *are strong* on solidarity, pride – our sense of community – we look out for one another.

We **want to win** because we have the Danish model – because it works now and has worked for the past 100 years.

The Danish model is one of the pillars of our welfare society. The Danish model is the best model in the world. Both for employees and employers, and our society as a whole.

You can't say that about the Ryan Air model! It can almost be **compared with a paper plane: it's no good when it has a headwind – and it will certainly not last in the long run.**

So, dear friends: Keep up your spirits and let's stick together. This is not a fight we will win today – but we are patient... We offer our support to Luftens Helte, just as we support other colleagues in the same situation – this is how we can secure decent working conditions today, tomorrow and in the future – also in the air!

You see, as members of a trade union, we look out for one another – that's our model.

Keep up the good spirits!