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EurECCA Position Paper | easyJet Portugal strike

Solidarity with easyJet cabin crew strike in Portugal

Our position

EurECCA, the European Cabin Crew Association, expresses its full solidarity with easyJet cabin crew in Portugal and with its member trade union representatives SNPVAC during the industrial action taking place from 2 to 6 October 2026.

The concerns raised by Portuguese cabin crew regarding pay, working conditions and unpredictable working schedules deserve serious consideration and a genuine response through collective bargaining and meaningful social dialogue.

EurECCA also notes the particularly strong level of support reported for this industrial action. Such a level of mobilisation should be understood as a clear signal that the underlying concerns cannot simply be dismissed or managed operationally.

Serious concerns regarding the replacement of striking cabin crew

EurECCA is particularly concerned by reports that easyJet may be using, or considering using, cabin crew normally based in other European countries in order to operate flights affected by the Portuguese strike.

If confirmed, such practices would raise serious questions regarding the effective exercise of the right to strike, collective labour rights, cross-border labour mobility and the applicable national labour-law framework.

The right to strike must be more than a theoretical right. It must be capable of being exercised effectively.

The temporary transfer, positioning or deployment of workers from other European bases with the purpose or effect of replacing employees taking lawful industrial action could significantly weaken the effectiveness of that action and undermine collective bargaining.

EurECCA therefore considers that any such practice must be examined carefully by the competent Portuguese authorities and, where relevant, by European labour-enforcement bodies.

Cross-border aviation cannot become a tool to circumvent labour rights

This issue goes beyond the current dispute in Portugal. European aviation is inherently cross-border. Airlines operate through networks of bases located in several Member States, and cabin crew can potentially be repositioned between those bases.

That operational flexibility cannot, however, become a mechanism for circumventing national labour law or neutralising industrial action.

Freedom to provide services and freedom of movement within the European Union must coexist with the effective protection of fundamental social rights.

EurECCA has consistently warned that the highly mobile nature of aviation can create enforcement gaps where the applicable labour law, habitual place of work, operational base and home base are unclear or disconnected from the reality of the employment relationship.

The possible deployment of cabin crew from other European bases to replace striking cabin crew in Portugal illustrates precisely why European aviation requires stronger coordination between labour authorities and clearer rules governing cross-border employment.

Cabin Crew from other bases should not be placed in the middle of an industrial dispute

EurECCA also emphasises that cabin crew working at other easyJet bases should not be placed in a position where they are effectively being used to undermine the collective action of colleagues in another Member State.

European cabin crew share common professional interests regardless of the country in which their home base is located. Cabin crew should not be instrumentalised against one another through cross-border operational arrangements.

Solidarity between cabin crew must not stop at national borders.

EurECCA calls for immediate clarification

EurECCA calls on easyJet to clarify publicly whether cabin crew from bases outside Portugal have been transferred, positioned, temporarily assigned or otherwise deployed to operate flights normally performed by Portuguese-based cabin crew during the strike period.

EurECCA further calls on:

- **easyJet** to respect the effective exercise of collective rights and engage in genuine negotiations with cabin crew representatives;
- **the competent Portuguese labour authorities** to examine whether cabin crew are being used to replace striking cabin crew and whether such practices comply with Portuguese labour law;
- **the European Labour Authority (ELA)** to where cross-border labour mobility is involved, facilitate cooperation and exchange of information between the competent national authorities;
- **the European Commission** to take note of the broader European implications of cross-border crew deployment during industrial disputes in aviation.

Social dialogue, not strike circumvention

Industrial action is rarely the first choice of cabin crew. A strike generally reflects the failure of previous attempts to resolve a dispute through dialogue.

The appropriate response to such a situation is not to neutralise industrial action by transferring labour across borders. It is to address the concerns that led cabin crew to take industrial action in the first place.

EurECCA therefore calls on easyJet management to return to meaningful negotiations with the representatives of SNPAC with the objective of reaching a fair and sustainable agreement.

Aviation cannot be socially sustainable if operational flexibility is used at the expense of cabin crews' fundamental rights.

Any European airline should respect European social values.

EurECCA stands firmly with easyJet cabin crew in Portugal. Their fight for fair pay, predictable working conditions and respect for collective rights is a fight shared by cabin crew across Europe.

**EurECCA represents, protects and develops the rights
and needs of all cabin crew all over Europe.
FLYING TOGETHER – PROTECTING EACH OTHER**

About EurECCA: established in Brussels in 2014, the European Cabin Crew Association, EurECCA, represents, protects and develops the rights and needs of cabin crew all over Europe. It is composed of cabin crew unions from European Union Member States as well as accession and bordering states and represents some 50,000 cabin crew in Europe. EurECCA has no political connections. EurECCA's work is around Cabin Crew working conditions, wages, social protection and health and safety at work.

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