



1 April 2026

Mr. Carsten Spohr
Chief Executive Officer
Lufthansa
Lufthansa Aviation Center
Airportring
60546 Frankfurt am Main
Germany

Dear Mr. Spohr,

I have been advised by our Member Association, Vereinigung Cockpit (VC) that a decision has been made by your management to suspend all VC Union release days in all positions. It appears that this a response to your difficult negotiations and the deteriorating labour relationship with VC.

We all understand that there are undesirable actions taken by both sides in labour disputes that can be part of the collective bargaining process but the parties also need to understand that these actions, albeit adversarial, are an appropriate and roughly balanced response that are sometimes a necessary part of finding the way to an agreement. I would strongly suggest to you that the arbitrary removal of all union days from all the VC representatives, including all of the safety representatives does not represent a balanced response and indeed poses a risk to your airline's SMS and safety culture.

Mr. Spohr, you are the CEO of Lufthansa Group and as such ultimately bear responsibility for the overall safety and security of the LH Group airlines including Lufthansa. Mr. Sciortino (on copy) is the Accountable Manager/Executive under your Safety Management System at Lufthansa. I know you understand your responsibilities and Mr. Sciortino's as the Accountable Manager/Executive as laid out under the International Civil Aviation Organizations Annex 19 of the Chicago Convention and EASA Regulations. From IFALPA's perspective your managements deliberate actions to punitively remove safety resources such as VC Safety Reps from your safety system not only runs contrary to ICAO's clear guidance and EASA Regulations but introduces unnecessary risk into your system. SMS relies, at its core, on the effective collaboration between employers and employees and the creation and maintenance of relationships of respect and trust. For this to happen employee groups need a voice and need to be supported otherwise a SMS will not encourage, create and sustain an authentic positive safety culture.

Have you considered the effect of your management's actions on the Positive Safety Culture at your airline? Do you believe that supporting the safety professionals from a major employee union like VC is only optional under SMS? IFALPA knows that our aviation system globally has been under considerable strain since the exit from the pandemic and these kinds of actions can only exacerbate that situation. These actions of your management also make a mockery of the IATA Safety Charter that you have signed on behalf of Lufthansa.

We would respectfully ask that you direct your management to restore the VC union days immediately in order to ensure that your SMS remains robust, you meet your obligations under EASA Regulations, ICAO guidance and that you ensure the stability and strength of your safety culture at Lufthansa.

Sincerely,



Captain Ron Hay
President

cc: Dr. Michael Niggemann, Chief HR & Legal Officer, Lufthansa
Mr. Francesco Sciortino, Hub Manager for Frankfurt, Accountable Manager, Lufthansa