

VC POLICY AGE LIMIT FOR COCKPIT CREW MEMBERS

- 1.** A cockpit crew member, who has reached the age of 60, should not be deployed for active flight duty including simulator training.
- 2.** Upon reaching the age of 50, at the latest, the age of 55, a cockpit crew member is to be given the option
 - 2.1** of reducing his or her working hours until reaching the age of 60, to then resign and receive appropriate transition pension payments until statutory pension payments commence or
 - 2.2** to resign as of reaching the age of 55, allowing for an appropriate company transition pension payment until statutory pension payments commence or
 - 2.3** at least, to receive appropriate transition pension payment until statutory pension payments commence as of reaching the age of 60.
- 3.** Laws must govern 1. and 2., to ensure that entitlement to transition pension payments does not lapse in the event of changing employer. Age limit and transition pension payments must be implemented simultaneously, to avoid any pension gaps.
- 4.** If a member of the Vereinigung Cockpit is not entitled to appropriate transition pension payments until the commencement of statutory pension payments upon reaching the age of 60 through no fault of his or her own, VC will support this member according to the legal protection regulations, to either
 - 4.1** obtain reasonable, alternative employment or
 - 4.2** receive appropriate financial support from the previous employer until commencement of statutory pension payments.
- 5.** This policy must be enforced using all political and legal means.