



CBA ANALYTICS

M2P supported a leading European LCC in preparing upcoming Collective Bargaining negotiations with Cockpit and Cabin unions. The goal was to equip the negotiation team with more tangible and aligned arguments and a well-defined negotiation strategy. Therefore, M2P identified rules in the CBA that significantly impact crew productivity, but also influence a fair distribution of workload among crew and hence crew satisfaction. We identified financial and operational consequences of selected rules and created storylines to describe why certain rules decrease crew satisfaction as well.

Our findings demonstrated that those rules have a significant influence on actual crew cost of more than €9m per annum due to lost block hours and duty days.

After presenting our findings, we developed an overall and rule-based tailored negotiation approach. Thus, with this new data-driven approach, in negotiations our client could focus on improving the CBA providing mutual benefits while eliminating unnecessary costs and workload.