



For publication

On 4/4/2025

Opinion on the steps taken by Skyvoice, the employee trade union of Smartwings, a.s.



SMART UNITY, pilots' union of SMARTWINGS, a.s.

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Dear colleagues,

1. circumstances force us to **comment on the current events around Skyvoice**, the employee union of Smartwings, a.s., and the steps it has taken.
2. As many of you have pointed out, Skyvoice has recently launched a massive recruitment campaign, in which members of the management of Smartwings, a.s. are also involved. On its website, **Skyvoice describes itself** as "*the most competent partner for negotiations with the company's management*", emphasizing that **it does not collect any membership fees**.
3. As with other trade unions, we have negotiated with Skyvoice at joint trade union meetings and official meetings. In these negotiations, **Skyvoice has always agreed** to the proposed joint approach, without developing its own activity or presenting different proposals.
4. On 31. 3. 2025, another official meeting of the sub-negotiating groups for legal, economic, and technical-operational issues took place with the participation of all five trade unions with the management of Smartwings, a.s. Again, it is not possible to speak of an explicit activity of Skyvoice. On behalf of Smart Unity, in addition to Ing. Rolek, our lawyer participated in the individual sub-working groups, and for technical and operational Andrej Hyll. **On behalf of Skyvoice, only Mr. Páleníček participated in all groups**.
5. It should be noted here that the meeting on 31. 3. 2025 takes place on the platform of a previously signed memorandum of mutual communication, the signing of which we informed you in February. We agreed with other trade unions **on a joint approach on the collective bargaining platform** – the agreement was that during April 2025, Smart Unity would prepare a draft collective agreement, to which the other trade unions would apply their comments and additions, so that the trade unions could then act in a unified manner towards Smartwings, a.s. **Contrary to this agreement, Skyvoice independently took a step on the night of 31. 3. 2025** by sending Smartwings, a.s. a proposal to conclude a corporate collective agreement, to which it attached only an undeveloped outline of the collective agreement.
6. At Smart Unity, as well as other trade unions, **this move raises considerable doubts** about Skyvoice's true intentions, since:
 - a. Skyvoice through the mouth of Mr. Páleníček justified this step as a necessary response to the notices of termination of a number of qualified employees due to the cancellation of the Home office option – this justification, as will be discussed below, raises further questions;
 - b. Skyvoice has so far been represented exclusively by Mr. Kryštof Páleníček without other members, i.e. including proof of the minimum legal requirement;
 - c. We have reason to suspect that Skyvoice is linked to the management of Smartwings, a.s., which, according to the available information, actively supports the growth of its membership base;
 - d. Skyvoice does not collect membership fees, which raises legitimate doubts about the financing of its activities – including legal services and other costs, all the more



so because it declares on the website the provision of free employment and career advice;

- e. At the meeting on 31. 3. 2025, representatives of other trade unions spoke – Mr. Kostolný (CZALPA), Mr. Filip (OOPL) and Mr. Mačurová (OSZL) – with specific proposals to improve the working conditions of employees (e.g. minimum wage for cabin crew, scope of vacation or reintroduction of work from home - Home office). On the other hand, Mr. Páleníček's speech was very passive in comparison;
- f. Skyvoice's founding documents stored in the “Sbírka listin” are strikingly reminiscent of Smart Unity's founding documents;
- g. Doubts have also been raised about a possible conflict of interest of the attorney who filed the documents with the court, as Mgr. Kubečka, who is listed on the documents in the “Sbírka listin”, also provides services to Smartwings, a.s.

7. On behalf of Smart Unity, we are particularly concerned about why, in the event of mass dissatisfaction among Skyvoice members who allegedly submitted or threatened to submit notices of termination due to the loss of the Home Office option, Skyvoice, together with other trade unions, did not call for strike readiness or a strike, but decided to unilaterally take what it considers to be the start of collective bargaining, without informing the other trade unions. It should be noted that

- a. Even with the best faith in the cooperation of all other trade unions, the return of the possibility of home office through collective bargaining is not a matter of a short time, as the reintroduction would be linked to the effectiveness of the collective agreement, as the very step of commencing collective bargaining is not coercive from the point of view of Smartwings, a.s. and does not motivate them to voluntarily reintroduce it;
- b. A quick solution was to go to the management of Smartwings, a.s. with information about the submitted notices of termination (or the threat of them) if the possibility of home office was not restored, or even to declare strike readiness or strike. On the contrary, by taking this step, the management of Smartwings, a.s. would see the risk of paralysis of the operation of one of the departments, which could lead to the voluntary reintroduction of the Home office option within a few weeks;
- c. There was no prior information from Skyvoice to the other trade unions when they were informed *ex post*.

8. Skyvoice's move thus looks more like an effort to retain even dissatisfied employees through an act that looks formally strong, even though it does not really solve the problems. Moreover, it is a step that undermines the previous trust of trade unions in joint action and jeopardizes the conclusion of a meaningful collective agreement, which goes against the interests of employees, but in favor of the employer.

9. **Please consider the above when deciding on Skyvoice support, which currently presents itself diametrically opposed to the steps it takes.**



10. Smart Unity is the largest pilots' union in Smartwings, a.s. and we are pleased to inform you that **there are already almost 200 of us and more pilots are joining**. At the beginning of Smart Unity, we were faced with the decision of whether to extend the membership to positions other than pilots, especially cabin crew. After a long decision, we finally followed the idea that **"in the end, the unions of everyone represent no one"**, because the different requirements of individual positions are resolved internally, which paralyzes the trade union. On the other hand, **trade unions of individual job positions can look for a compromise** at the level of mutual negotiations – in this context, even before people transferred from CSA, we proposed to several stewards at Smartwings, a.s. support in establishing their own trade unions.
11. In light of the above, we appeal to all employees of Smartwings, a.s. to **consider which trade union they will join**. Even if you are not a pilot, you can join one of the two trade unions, which both have their history in ČSA, or even set up your own trade union. Since there are also questions about the establishment of a stewards' union of its own, Smart Unity hereby declares once again **its willingness to help stewards in setting up their own trade union**, especially in helping to prepare the relevant legal documents – three employed stewards are enough to start with.
12. The goal of Smart Unity is to establish a situation in which it could represent Smartwings, a.s. pilots and cooperate with representatives of other job positions in Smartwings, a.s. so that there is no doubt that trade unions **defend the interests of employees**, as we have already done in the past in the case of enforcing voluntary business trips to TLV, or adjusting ACMI, guaranteed hours, DHC and STBY - By the way, the financial improvement of pilots as of 1. 4. 2025 was supposed to be introduced for cabin crew as well according to the original agreement, which Smart Unity supported, but considering the information at Monday's meeting, the change was postponed to stewards as requested by some steward representatives.
13. In conclusion, we must say that we **are still working with other trade unions** and hope to find a common approach to Skyvoice's step. We do not forget that **collective bargaining is not the only platform** through which Smart Unity enforces its requirements. After all, **it is possible to declare strike outside the framework of the Act on Collective Bargaining**, as confirmed by the judgment of the Supreme Court of 14. 11. 2002 file no. 21 Cdo 2104/2001 (available e.g. here <https://sbirka.nsoud.cz/sbirka/4768/>), so we are operating with various variants of development, which we constantly consult with our lawyer.
14. Thank you for your support. We're in this together

Smart Unity, pilots' union of Smartwings, a.s.

