

| AVIATION EMPLOYMENT

We provide sector specific employment advice on people matters in the global aviation industry through our international network.



Rebecca Thornley-Gibson, who leads the employment law support services in the Aviation Team, has over 20 years of experience as a highly regarded employment lawyer

providing tailored, sector specific advice to the industry.

She is a trusted business adviser understanding the challenges facing the sector and has advised numerous airlines over the years. Rebecca has also been involved in creating employment documentation and people strategy for a number of start up airlines.

Rebecca advises a wide range of organisations in the aviation sector including leasing companies, parts companies and recruiters as well as supporting senior executives in respect of their individual employment needs.

An active industry commentator, Rebecca trains management and employees at airlines and other aviation organisations as well as presenting and hosting thought leadership events.

Rebecca is a member of the Aviation Club UK, Association of Women Travel Executives and Employment Lawyers Association.



HOW WE CAN HELP YOU

- ▶ Train and engage your employees to maximise performance
- ▶ Audit your people management policies and practices to provide you with the tools to maintain a culture of continuous improvement
- ▶ Create and maintain aviation specific employment documentation to minimise risks
- ▶ Provide strategic advice on employee relations issues to provide stability and sustainable stakeholder relationships
- ▶ Support internal investigations into grievances, disciplinary and whistleblowing issues to deal with matters proactively, effectively and commercially
- ▶ Provide regular updates on sector developments impacting people management to keep you one step ahead
- ▶ Use our network of providers for your benefit to provide the best specialist advice in the sector
- ▶ Project manage your re-organisations and people changes to optimise on time and on budget delivery of change management
- ▶ Provide cost effective advice and support in respect of Tribunal and Court matters to secure commercial outcomes



WORK HIGHLIGHTS

- ▶ Managing multiple employee claims for a low cost airline where crew were challenging rostering practices. Working with the client and trade union to introduce flexible working and rostering policies to a mutually beneficial timescale
- ▶ Settling 800 pilot holiday pay claims on behalf of a European airline and providing a framework for future pay agreements
- ▶ Training over 400 cabin crew and pilot managers to give them the skills and confidence to exercise the right company people management behaviours
- ▶ Advising on methods of pilot resourcing to create a competitive crewing base for a leisure airline
- ▶ Supporting base closures and consequential collective redundancy situations to ensure compliance with legal requirements
- ▶ Advising a charter company on breaches of post termination covenants by employees to protect company assets
- ▶ Providing recruitment materials, crew contracts and handbooks to a start up airline to ensure alignment of resourcing and scheduling requirements
- ▶ Investigating a complex international fraud for a client and ensuring admissibility of key evidence
- ▶ Advising on the enforceability of changes to crew employment practices to accelerate change despite union opposition
- ▶ Negotiating exit arrangements for senior individuals to allow senior level change to take place with minimal disruption and reputational damage

