

Dear colleagues,

Completion of term of the current PALPA office bearers provides us with the opportunity to contemplate on our losses and gains. It is the goodness of the election process which NOT only provides us with the opportunity to express our opinion on the past performance by our vote, but also gives us then a chance to realign our goals. It also makes us responsible for the consequences of our actions. Careful analysis of the past and present assists us in determining the future course.

Time is upon us once again when we as a community have to make a conscious decision on the path forward. A deliberate effort to determine a new future by electing people to the executive committee who truly believe in the unity of pilots, the objectives and essence of the Constitution of the Association.

Professional welfare organisations are platforms created for collective good based on the premise that numbers provide security be it professional, financial physical or emotional.

I have been elected and served at various positions as a principal officer of the association. My past will validate my claim that personal relations or interests have never influenced my work at the association. I recognize and profess that collective gains ensure protection of an individual, achievable only through fairly structured and enforced policy. The membership is mature enough to differentiate the wheat from the chaff.

As someone once said 'Leadership is not only about ability but also about truthfulness, commitment, vision and responsibility'.



Capt. Mohsin (Bobby)
Candidate for President.
Pakistan Airline Pilots' Association.
2010-2012.

Dear Colleagues,

Respect will only be restored when we within our own community recognise the dignity of individual. It is customary at the onset of election for the candidates to declare their stated position on pressing issues being faced by the electorate.

Seniority: is the corner stone of all structured organisations, providing security to the individual, as to his professional advancement. Natural justice demands that there should be a singular transparent format, which eliminates manipulation. Chaos was caused in the structure when the turbo prop was equated with jet, with our elected representatives concurrence for minuscule gains, the management utilised the concession to maximise its patronage and manipulation.

- Working Agreement **Clause 5.5.2.1** contradicts the re established principle of seniority i.e. the older pilot being senior joining on the same date, where merit/age is also penned as the criteria for the pilots joining after 1st Aug 2009. The present representatives blatantly flaunt their own established principle. Raising eye brows. There can be no parallel structures, date of joining and age is the recognised criteria, merit sadly in our culture is synonymous with manipulation.
- **Career Plan:** in the present Working Agreement, career plan presented is far removed from the ground reality, it does not take into consideration scores of our members caught in the present promotion limbo based on the earlier admin. Orders and selective options. Boeing 737 still in the fleet structure has been sidelined without any rational being provided for. With no time lines and a defined format to resolve the issue, we have descended into a quagmire of manipulation.
- The situation the organisation finds its self in today was not created overnight; it is a continuous saga of mismanagement, adhocism, a manifestation of the managements continued repressive and manipulative approach towards its employees. The present working agreement is a clear reflection of short sighted approach and complete inability to comprehend the consequences of procedurally restrictive clauses.

The public debate on the on PIA's financial health should be a matter of serious concern for all of us, as it will have direct impact, not only on our present benefits but also pension and retirement benefits. We cannot afford

to ignore the warning markers when senior members of the government are advocating privatization or a public private venture under pressure for the international monetary organisations to cut federal deficit. We need to prepare ourselves and have a clear plan of action to protect our legitimate rights and interests and be prepared for this eventuality.

- **Clause 1.8** settlement of disputes on interpretation, an arbitration board consisting of one member from each side and the third with mutual agreement, with the board to be convened within 30 days and costs to be equally shared by both parties. This lengthens the procedural process hence burdening the association financially. Our negotiators displayed their lack of acumen and vision placing us at a disadvantage. In all practicality acceding to the managements interpretation of the document.
- Waivers have always been extended by the association as an accommodation to facilitate the airline operation and should have remained as such. **Clause 3.22.1** states that concessions cannot be withdrawn till 31 July, 2011, which cannot be withdrawn even during the intervening period between the two working agreements. **Article 1.6** accepts the present format as the final and only RELEVANT clauses to be opened. The million dollar question being who decides what is relevant and to whom.
- **Pension:** It is imperative for us to actively take part in the administration of the pension fund for it is the life line for all in our senior years.

At no stage, the 73-page document echo's negotiating wisdom. Critical analysis of our actions and decisions is not negative, but an opportunity to review and improve the process of decision-making. Every individual is accountable for all the decision taken and their consequences thereof during his term in office.

There has been a lot of damage and fragmentation but I am confident that with your help and support we can repair the broken bridges and scale difficult obstacles. It is achievable with vision, unbiased approach and honesty of purpose.

Capt. Mohsin (Bobby)
Candidate - President PALPA
2010 - 2012