



COCKPIT

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Pakistan Air Line Pilots' Association

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PALPA NEWS BULLETIN

Affiliated with
International Federation of Air Line Pilots' Associations & International Transport Workers Federation


DEAR MEMBERS:

السلام وعلیكم


This issue of Cockpit is to apprise you of the Annual General Meeting of the Association, that was held on Saturday 28th February 2009. The meeting was very well attended in spite of the fact that it wasn't an election year. Our honourable members, the MD PIA, Director Flight Operations and other senior Flight Operations officials attended the meeting.

The members who were present are fully conversant with the proceedings of the meeting. But this COCKPIT issue is primarily for those of our esteemed members who could not attend the AGM. After having gone through this, the entire membership would be on the same wavelength, knowing the details of the activities and business of the evening.

RESOLUTIONS

RESOLUTIONS FOR AGM: 
Following resolutions were put up before the House during the Annual General Meeting of the Pakistan Air Line Pilots' Association held on 28th February 2009.

The Resolutions received from the members were put up for an open discussion. The members present expressed their views on each resolution and a healthy debate followed. The outcome of each resolution is enumerated below:

RESOLUTION NO. 1: 
The following Resolution was submitted duly proposed by F/O Mohammad Sohail and Seconded by Capt. Tariq Chaudhry.

"THERE SHOULD BE NO HIRING ON CONTRACT OF PILOTS AFTER SUPERANNUATION ON ANY AIRCRAFT".


The proposer was absent at the time of presentation, resolution dropped.

RESOLUTION NO. 2: 
The following Resolution was submitted duly proposed by F/O M. Khalid and Seconded by F/O Arif Majeed.

"THE NEXT OF KIN OF A PILOT WHO EXPIRES DURING SERVICE SHOULD BE IMMEDIATELY GIVEN AN ADVANCE PAYMENT OF RS. 1,000,000/- (RUPEES ONE MILLION ONLY).

THIS SUM OF MONEY SHOULD BE ADJUSTED WHEN FULL CONTRIBUTION AS PER CHAPTER IV, ARTICLE-II, CLAUSE 4.2.4. RULE. 4.2.4.1., IS COMPLETED, AND THE REMAINING AMOUNT PAID ACCORDINGLY".

There was no discussion and the House approved the resolution unanimously.

RESOLUTION NO. 3: 
The following Resolution was submitted duly proposed by F/O Farrukh Mirza and Seconded by F/O Baber Zaheer.

"VOTING BY MEMBER DURING ELECTION AND FOR AMENDMENT THAT IS FLOATED BY THE EXECUTIVE COMMITTEE FROM TIME TO TIME SHOULD BE MADE MANDATORY. ANY NON-COMPLIANCE SHOULD BE TAKEN AS A VIOLATION AND ACTION TAKEN AGAINST THAT MEMBER."

“AGM CAN DETERMINE THE MODE OF PUNITIVE ACTION AGAINST SUCH MEMBER.”

After a lengthy discussion, the proposer withdrew the resolution.

RESOLUTION NO. 4: _____ 

The following Resolution was submitted duly proposed by Capt. Aziz-ur-Rehman and Seconded by Capt. Sadiq Rehman.

“MANAGEMENT INQUIRIES INVOLVING PALPA MEMBERS SHOULD BE CONDUCTED IN A SPECIFIED TIME, AND ONE ELECTED PALPA MEMBER PREFERABLY FROM THE SAME EQUIPMENT, SHOULD BE A PART OF THE INQUIRY COMMITTEE.”

After a lengthy discussion, the House approved the resolution unanimously with some editorial corrections.

RESOLUTION NO. 5: _____ 

The following Resolution was submitted duly proposed by Capt. Tariq Chaudhry and Seconded by Capt. Daud Malik.

“WHEN CABIN CREW INVOLVED IN AN IN-SUBORDINATION ON BOARD, DECLARED AS UNWANTED, UN-ACCEPTABLE CABIN CREW BY THE OPERATING CAPTAIN SHALL NOT COMMENCE FLYING DUTIES UNTIL ENQUIRY FINALIZED AND OUTCOME OF ENQUIRY MADE OFFICIAL.

IT REMAINS BINDING ON EXECUTIVE COMMITTEE TO FOLLOW UP THE ENQUIRY PRECEDINGS PROGRESS AND INFORM THE RESULTS TO THE MEMBER INVOLVED”.

There was no discussion and the House approved the resolution unanimously.

RESOLUTION NO. 6: _____ 

The following Resolution was submitted duly proposed by F/O Arif Majeed and Seconded by F/O Sohail Ahmed.

“THE SENIORITY OF PILOTS WHETHER PERMANENT OR ON CONTRACT SHOULD BE ADJUSTED ONLY ACCORDING TO THE AGE AND BY NO OTHER METHOD WITHIN THE COURSE ON INDUCTION”.

After a short discussion, the House approved the resolution unanimously with a minor addition.

RESOLUTION NO. 7: _____ 

The following Resolution was submitted duly proposed by F/O Arif Majeed and Seconded by F/O Sohail Ahmed.

“THE WIFE (EQUAL DISTRIBUTION IN CASE OF MORE THAN ONE) OF THE DECEASED PILOT WHO HAS EXPIRED DURING HIS TENURE OF SERVICE SHOULD BE THE SOLE BENEFICIARY OF THE 4% PALPA CONSTITUTION.

IN CASE THE MEMBER IS UNMARRIED THE SAME AMOUNT SHOULD BE PAID TO HIS/HER PARENTS”. After a lengthy discussion, the proposer withdrew the resolution.

RESOLUTION NO. 8: _____ 

The following Resolution was submitted duly proposed by Capt. Uzair Khan and Seconded by Capt. Farooq Ahmed.

“NO PILOT SHOULD BE ALLOWED TO CONTEST FOR THE POSTS OF PRESIDENT, VICE PRESIDENT AND GENERAL SECRETARY IF HE/SHE DOES NOT HAVE A MINIMUM OF 20 YEARS SERVICE”.

There was no discussion; the resolution was defeated by the House.

RESOLUTION NO. 9: _____ 

The following Resolution was submitted duly proposed by Capt. Aziz-ur-Rehman and Seconded by Capt. Sadiq Rehman.

“ALL PERMANENT PILOTS REACHING SUPERANNUATION SHALL BE RETAINED AS ACTIVE MEMBERS OF THE ASSOCIATION (PALPA) UNTIL REACHING LICENSE AGE THROUGH CONSTITUTIONAL AMENDMENT IF REQUIRED AND FINANCIAL SETTLEMENTS MAY ONLY BE PROCESSED AFTER REACHING SUCH AGE.

ALL SUCH CONTRACTS SHALL BE GIVEN AFTER SUPERANNUATION AND WITH THE CONSENT OF THE ASSOCIATION, KEEPING IN MIND THE CAREER PLAN OF THE REGULAR PILOTS”.

After a lengthy discussion, the resolution was defeated by the House.

APPOINTMENT OF AUDITORS:- _____ 

The General Secretary suggested not to change the auditors as PALPA was satisfied with the present auditors. The House agreed to his suggestion and Appointment of Auditors M/s. Aslam Malik & Company Chartered Accountants, as Auditors of the Association.

Proposed by Capt. Sadiq Rehman and Seconded by Capt. Tariq Chaudhry.

ADDRESS BY THE GENERAL SECRETARY:-

The Executive Committee has completed one year of its tenure. As this is a non-election year there isn't the exuberance which is generally associated with the event.

The Committee has tried its best to keep you abreast of the happenings within the Association and vis-à-vis the Management. In the COCKPIT issues sent out to you earlier, there is nothing that has not been communicated to you but it would still be appropriate to bring to your attention those issues, which could impact Association's interest in the long and/or short terms.

The Executive Committees and the membership has endured very difficult times but has stood its ground. This has been ingrained in its character; as such, it would be difficult for any Management to dislodge it.

This is also a hard fact that our pilots in various managerial positions have taken some decisions, which have been extremely detrimental to the community. It is indeed a sad reflection on our members when they totally disregard their loyalty to the community. It has been happening and might continue to happen.

What is most disturbing is the fact that some of these gentlemen, instead of improving our working conditions have gone all out to even take back what was our due and for which our seniors had strived for years to achieve. The incumbent Executive Committee has reacted only when the rights were being usurped. In short, the Association had a principled stance on every issue and it could only be termed a reaction and not an action.

The executive committee has decided that any such move in future shall be contested robustly. This is perhaps the only way to safeguard our rights and whatever is our rightful due. A few members of our community thought that it was a non issue but little did they know that it could very well have been a beginning of another down slide in our perks and privileges. The membership has been damaged adversely and no such chance can be taken in light of the previous happenings.

The Association's problems and issues remain the same. These have been brought to the attention of all those who have been or are in a position to resolve. In our last meeting with the MD in Islamabad, the MD has agreed to give the member and his/her family blocked seats in the economy class against **NS-1 tickets** at the time of booking. This booking may be done in advance at your time of choosing. The seats will be upgraded to club class 36 hrs before the

departure time, subject to their availability. For this facility, the member has to take his/her P-leave. In case of denied leave, the seats for the family shall stay blocked. The management shall communicate to us the on season period, during which this facility may be withdrawn.

On the **pension** issue, the MD PIAC has assured the Executive Committee that although a long outstanding case, he has a plan to do the needful. The amount required by the management to be injected in the pension fund has to be reflected in the Balance Sheet. Although this amount of money stays on the paper and only disbursed on retirement of each individual, but this is shown as a liability of the cooperation. Needless to emphasize, it is an issue, which needs to be corrected at the earliest as lot of our retired pilots are suffering because of the non implementation of rules which should govern the pension calculation.

Another issue which has been resolved in the meeting is about the **direct induction** of pilots in the airline. This is something for which the Association has contested strongly in the past and we shall do so in future. The MD has agreed not to bring in any pilot directly and the only gentleman taken shall be told accordingly.

This brings me to the issue of **hiring pilots on contract on superannuation**. This has been discussed at length in the resolutions presented in the house and the opinion of the membership is quite evident. I will only say this much that the issue is sensitive and needs a careful handling. We urge the management to appreciate this sensitivity. The arbitrary induction on contract shall have adverse long-term effect on the Association. We, the members and the custodians of PALPA, cannot pass on this esteemed organization to the coming generations in a shape, which is weak and ineffective.

The next point that needs your attention is the **FOM**, which has been taken to the limits of **ANO**. This means the **FDTLS** on paper are as they are published in the FOM. The incumbent management assures us that the FDTLS shall be followed as per the Admin order 17/2001. We have no reason not to believe their word but if any other management in future refers the book and forces the Association and its pilots to follow the ANO in totality, it would put the PALPA of that time in a very precarious and understandably a very uncomfortable situation. This amendment was initiated by the previous flight operations team and concluded by this one. It needs a review and we urge the flight operations dept to do the needful in consultation with PALPA.

ADJUSTMENT OF SENIORITY OF FRESH PILOTS.

It was highlighted that the seniority of the fresh inductees should be adjusted according to the age within the course, with same date of induction. As all pilots have to be trained, the seniority based on merit does not make any difference to the Corporation.

ISSUES THRUST UPON THE ASSOCIATION

- Authority of the captain ----- boarding clearance.
- Down Grading / discrimination of facilities in crew hotels.
- Surrender of seats in the Club class on Supy travel.
- Closure of flight operations at Islamabad and Lahore.

The Association has traditionally been working beyond the call of duty. This is a verifiable statement as far as the statistics are concerned as the flight operations department has always been short of pilots. This state has not changed for many many years and it appears that the status quo shall prevail for a foreseeable future.

When the Flight Operations is being effectively run with lesser than required number of pilots, it shows that the pilots are going beyond the call of duty and nobody should have the slightest doubt that our members have the interest of the airline paramount. The House is informed that the Executive Committee shall give full support to the management.

The Association has no doubt that the pilot community shall keep the operations going smoothly as has been the practice in the past. But there shouldn't be any doubt in anybody's mind that the Association and its membership shall not accept any infringement of its rights and privileges. Taking away our facilities and the agreed upon working conditions have never helped the airline sail through its financial crises. The losses to the airline accrue from factors, which have no relation with our working. The higher managements are to be blamed fairly and squarely. There inept handling and financial mismanagement has brought the Airline to its present dismal financial status.

The cooperation of PALPA needs a special mention as it was only through the full backing of the pilots and the Executive Committee that the Hajj operation culminated in a resounding success. This surely is an unprecedented achievement, which deserves to be applauded as the entire Hajj operation was conducted by PIA's own aeroplanes, pilots and other staff.

The MD's decision needs to be appreciated for taking this bold decision. Like always, we believe that the airline and its pilots have the resilience and ability to take on any challenging task and accomplish it successfully.

The House was once again reminded that the Executive Committee has granted waivers to the Flight Operations, to help it conduct its operations smoothly.

WORKING AGREEMENT.

The Working Agreement has been a necessity as without such an arrangement the membership and the Association is subjected to extremely damaging and discriminatory laws, which tilt heavily towards the management. The suspension of 1995 to 1998 working agreement has damaged the Association immensely.

This document, mutually signed between the Association and the management, was with a stroke of pen replaced by an Admin Order, prepared by no other than some of our own members in the office at that time. A sad reflection indeed.

The Executive Committee has worked tirelessly for the last four weeks to prepare its working agreement which has to be presented to the Management. The document has been vetted by our legal team.

THE SALIENT FEATURES OF THE WORKING AGREEMENT ARE:-

1. Pattern of the Working Agreement.
2. Pay & Allowances ----- based on the existing pattern.
3. Planning & Scheduling - an amended policy.
4. Career Plan - Management has been asked to give the commercial plan so as to have the basis to finalize the Career Plan.

The Executive Committee shall submit the Working Agreement shortly and would request the Management to sign an MOU to finalize the document.

CONCLUSION

The PALPA has been generous in supporting the Managing Director and the Flight Operations Department and as such, the Association should be reciprocated. Considering that our own colleagues are in key managerial positions, there should be no reason not to communicate with each other and resolve all issues. The Association has been accommodative and requests the management to keep it on board before taking any decision, which might create unpleasantness.

WE ALSO HOPE THAT NO ANTI PILOT ACTION SHALL BE INITIATED OR TAKEN BY ANY MEMBER IN THE MANAGEMENT NOW AND IN THE FUTURE. WHATEVER WE NOW DO COLLECTIVELY WILL HAVE FAR REACHING CONSEQUENCES FOR THE COMMUNITY, AS SUCH ALL DECISIONS SHOULD BE TAKEN MUTUALLY FOR THE BENEFIT OF THE MANAGEMENT, ASSOCIATION AND ITS MEMBERS.

ADDRESS BY THE PRESIDENT :-

Dear Members,

السلام عليكم

One year has passed and this is the time when membership comes to its executives and demand answers. This is why democracy is so important as it makes elected people responsible and then accountable for the time spent and actions taken.

I as the president with my entire executive committee also feel compelled to take the responsibility for the preceding year.

First, let me appreciate my entire staff who has worked tirelessly with us. Many a times they had to spend extra hours stuck with us for which I am truly thankful.

As for my executive team, it was your job. You volunteered for it, so you get no appreciation. You need to win it from your membership when you achieve for them at the beginning what they lost, i.e. pride and dignity and then what they deserve, which is a lot of money.

Now let's talk about the year 2008. Last year saw the economic melt down, the continued terrorist activities, political unrest subsequent change of Government and of course someone much closer to us our very own Capt. Aijaz Haroon became the flag bearer of our airline.

Gentlemen, this was the only joyous news that our members heard in 2008. A pilot being elevated to the post of managing director and that too a very popular one who also believed in the important role of the Association by showing his desire to run for the post of President of this very Association. I am sure he had ideas and vision, which would sail our ship to the shores of glory.

Gentleman, I am a humble man and I believe that before we set off on any crusade or journey we must first put our house in order. Always strive for principles and not lose our honour while moving forward and that is exactly, what we have tried to do so far.

Whenever required your executive committee has stood fast and taken unshakeable stance on principles and has prevailed. We are now a unified force, which is ready to fend off any aggression that threatens our beloved Association. We are ready to take our membership to the pinnacle of success, which they all deserve.

The General Secretary has elaborated in detail the present state of affairs and what we have achieved and what needs to be done. However, I would like to take you a year back so that you can appreciate how we have reached the present status quo.

Let's start with the month of February & March. The then management was planning to ground our B-747's and wanted to shift pilots from B-747's to B-777's, bypassing seniority. An issue, which is so dear to us. We knew the B-747 will continue to fly and this was a manoeuvre to accommodate a chosen few.

We decided to put our foot down. Our stance was simple. If B-747's are to be grounded then all pilots on B-747's should be laterally moved as per their seniority and not from the middle. A stance which was supported by all our members and as you all know B-747's are still flying and the seniority still intact. Then we had a new DFO, for a month. This delayed our progress and we had to wait for the permanent management to take over.

Then came May, and a pilot, one of us, a PALPA member was given the flag of our National Airline. What an honour it was. We felt this opportunity if missed will haunt us for times to come and we might never recover. We must wholeheartedly support Capt Aijaz Haroon.

Gentlemen, that is exactly what we did. I don't know if ever in my career I have seen such support extended by PALPA to any management. So much was our support that we were labelled as "B team" of the management.

July came and our MD honoured us with his address promising a new pay package equal to in terms to Emirates only if we could work like them. This needs to be mentioned that at the time we had no plans of asking for any financial rise considering the dismal financial condition of the Airline. We simply wanted our management to restore those perks and privileges, which were taken away and had no financial implications.

However, we took the offer. Some called us immature some called us simpletons, but we still wanted to know the naked truth. At that time we had no other option. We accepted the offer in toto and negotiations began.

Two months into negotiations we felt it was going nowhere and finally it was revealed to us something, which we already knew. It would not be possible for the management to honour its words. It was sad and our members were angry and felt betrayed. But by then Hajj was approaching us. Come what may, members wanted to react.

Hajj, ladies and gentlemen is a very sensitive issue. People get very emotional about it. To top it off, the M.D decided to run the entire operation relying on the Airline employees and planes. A great task indeed and we were not to fail him. The resounding success of Hajj speaks volumes of our contribution and relentless efforts. We don't want to take any thing away from the management and would also appreciate our cabin crew, engineers and ground staff. I salute them for their tireless team effect, which made it all possible.

While we fulfilled our obligation, on various occasions, management went and signed deals which primarily affected pilot's perks and privileges. You are all aware of what happened and how we managed to stop those unilateral decisions. But i want you to understand the reasons why we did, what we did.

It was not the hotel room in it self which was an issue and nor a name of a particular hotel means any thing to us. Our principled stand was, is and will be to uphold the integrity, pride and honour of the Association. You cannot ignore the Association and take unilateral decisions, which affect its members. Let me make it clear, that i will not allow any one to demean this Association and its members. It will not happen on my watch.

We wish to assist this management. I extend my hand in cooperation yet again. I assure that these 600 men and women will support him wholeheartedly and will make

possible, which now looks impossible.

Let me assure you all, specially the young pilots who are here. Listen to me carefully as tomorrow you shall be sitting on those management seats. You can never ever achieve any thing with disgruntled employees and you would be blamed, if your employees are unhappy.

So, look after them, listen to them, give them their due and you can be assured of greatness which you have always dreamt of.

Past one year, I have seen stressed, disappointed and embittered faces of my members. I have seen ups and down within the Executive Committee. But at the time of crises, I have also seen these men and women together like the bundle of sticks emerging as a force to reckon with. We have proved that we are united and any conspiracy to divide us shall fall flat on its face.

With this message, I conclude my speech and sincerely hope that my softness is not taken as weakness. It does not dishonour a man to take a step back if it is for the betterment of his people. I will take that step any time. The question is, can you do the same, MD Sir?



F/O ARIF MAJEED
General Secretary

LATE NEWS

THE PALPA EXECUTIVE COMMITTEE HAS SUBMITTED THE PLANNING & SCHEDULING POLICY TO THE MANAGEMENT, THE RESPONSE OF WHICH IS AWAITED. THE EXECUTIVE COMMITTEE HAS ALSO DECIDED THAT ITS NEXT COURSE OF ACTION IS WHOLLY AND SOLELY DEPENDENT ON THE RESPONSE FROM THE MANAGEMENT. THE SUBMISSION OF WORKING AGREEMENT AND THE SUBSEQUENT MODUS OPERANDI SHALL BE COMMUNICATED TO YOU, IN DUE COURSE OF TIME.

LIKE ALL OF YOU, THE EXECUTIVE COMMITTEE IS EAGERLY AWAITING A POSITIVE RESPONSE, AS THE MEMBERSHIP RIGHTFULLY DESERVES TO BE RECIPROCATED/COMPENSATED BY THE MANAGEMENT FOR THE EXTRA ORDINARY COOPERATION EXTENDED SO FAR TO THE INCUMBENT MD PIA AND THE FLIGHT OPERATIONS DEPARTMENT.

The Al Fatah Travels have offered special discount to PALPA members for Travel / Visa facilities. Their packages & contact numbers are listed below :

Special Tour Packages

THAILAND, MALAYSIA, SINGAPORE, SRILANKA, MALDIVES, TURKEY, ENGLAND, DUBAI, EGYPT

Special Umra Packages

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Visa Assistance

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