



COCKPIT

Issue # 03/2009

Pakistan Air Line Pilots' Association

June 20, 2009

PALPA NEWS BULLETIN

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

إِنَّا لِلَّهِ وَإِنَّا إِلَيْهِ رَاجِعُونَ

TRAGIC INCIDENT AT PESHAWAR

The PALPA Executive Committee and its members lost a senior member, CAPT. YOUSUF AYUB MAMSA, in the barbaric incident in Peshawar PC on 9th June 2009. He lost his life in line of duty.

اللہ سبحانہ و تعالیٰ has bestowed Capt. Mamsa with the highest level of martyrdom.

He was a respected member of the Association, a dedicated professional and a likeable colleague and friend.

Hadith from Mishkah Shareef quoted by Imam Malik says:

“Anyone who dies while carrying out his duty diligently and honestly is rewarded appropriately by Allah”.

Let us all pray to Allah to shower His blessings on the departed soul and grant him the coveted status commensurate with that of a 'SHAHEED' and that the Almighty Allah bestows our colleague with the highest level in the Heavens. (آمین)

The extract of the letter from the President PALPA to the Director Flight Operations is placed below for your information. Kindly note how far back the Association had intimated the Management.

Ref: PALPA/G/122/165 dated 25th August 2008.

Subject: LAYOVER AT PESHAWAR.

Dear Sir,

Keeping in view the prevailing security/law and order concerns in Peshawar, the crew feels insecure and unsafe in layover at Peshawar city.

You are requested to arrange for an alternate layover station.

S/D.

Capt. Imran Usman
PRESIDENT

DEAR MEMBERS:

السلام عليكم

This cockpit issue comes to you after very eventful weeks. The Executive Committee with your unstinting support has achieved a major milestone. We have successfully managed to get a document signed in the MOD, unprecedented in all our negotiations in the past. Consequentially, in that we have collectively ensured that PALPA is a representative body of the pilots and that after almost nine years, the Association is as robust and effective as it always was. Indications were being given that the incumbent management was not interested in talking to the Association, and the Working Agreement could be submitted and it would be up to the management to consider it, as and when it deems appropriate. Now we have the following issues agreed to with the MOD, as a guarantor/arbitrator:-

1. Pilots shall be paid 70 guaranteed hours each month.
2. A total of 25 flights shall be mutually agreed upon, which would go beyond 10 hours but would remain within the ambit of the ANO, for a single set of crew.
3. The Working Agreement shall be negotiated, finalized and implemented by 30th July 2009.

PALPA has endured numerous unilateral decisions thrust upon it from time to time by the managements. The Association has the strength and resilience to take on any challenge, which has been proved time and again. In the entire process the following points came out glaringly and need our utmost attention.

1. MEMBERS SUPPORT: Whenever any Executive Committee has taken any action to ask for our just demands, some of our members have not been supportive for their personal reasons. Those of our members and the incumbent Executive Committee, who take on the management to get any wrong corrected, which is not been done through negotiations, take it upon themselves to achieve something collectively. As and when the efforts bear fruit, the entire community is benefited, including those who were acting selfishly and for personal ends. If these gentlemen have to act against the community then they should have the moral fiber to refuse accepting the benefits of the efforts made by the majority. The Association has the list of all those who acted against the instructions of the Association and abandoned their community at a critical juncture.

2. MEDIA ONSLAUGHT: In today's world of media awareness and exposure, the Association was brought to a state where it was left with no other option but to counter management's onslaught. The Management went to an extent which was not seen before by the pilot community. It would be appropriate to mention here that the Association did not demean any body in person, both in the print and electronic media. The pilots were called all kind of names, which were derogatory, disparaging and offensive. These have been taken disappointingly by not only the pilots but by their families as well. The community has gone through a very bad patch, which is going to linger on for quite some time. This damage to our reputation will have to be corrected, for which the Association has kept all its options open.

3. MANAGEMENT PILOTS: The pilots in the Management are our members and according to PALPA's Constitution article 2.1.5 they remain members with the same rights and privileges as other members with the only exception that they cannot contest elections during their term of office. With this being the solitary condition it is indeed very disappointing to see the in-office members totally disregarding the norms and regulations laid down for all of us in the Constitution. The Executive Committee is keeping all its options open and plans to carry out a legislation to curb this tendency for good, for all times to come.

4. ESSENTIAL SERVICES ACT: During this short period of our legal protest, the management tried its best to coerce the Federal Government to clamp Essential Services Act on PIA Unions/Associations. Through our sources, the Association learnt that there were supporters of this in the cabinet, albeit a very limited few, but those who really mattered rejected this proposal as not plausible in the democratic set up. This is to inform the membership the scale to which any management, regardless of who heads it, can go to protect its failures and curb the rightful and legal demands of the employees.

5. STATUS CHECK OF PALPA CLUB HOUSE: The PIA management had the audacity to check from the concerned Government department, the status and appropriate utilization of our Club House. By the grace of Allah, the PALPA offices and Club facilities are functioning in total harmony with the laid down rules and regulations. For the information of the membership, PALPA is registered in the concerned Government departments, has an NTN number and all dues and taxes till the last financial year have been fully paid.

6. DEDUCTION AT SOURCE: The monthly contribution of PALPA and PODF were deducted at source but, as an arm twisting tactic, the cheques of the same were not given to either of the two. Instead the money was sent back to the members in the same format as that of the pay slip. Both the PALPA and PODF have been assured that the deduction of both the months shall be done in the month of June, and reimbursed to the respective entities. This has been done now.

7. BANNERS AGAINST PILOTS: During the period when the pilots were following only two specific clauses of the Admin Order 17/2001, there were banners posted on the Flight Operations building by other Unions/ Associations. This was a planned move and this was further fouled up by arranging a crowd in front of the PIA Head Office to protest against the pilots. This was the first ever in the history of PALPA. The Association got the banners removed from the Flight Operations and those who had put up the banners never protested to PALPA because they were coerced into doing so. This is a fact which was confirmed by the people who were forced to do it. The most disturbing aspect of this episode was that our members working in the Flight Operations Department in management positions never protested against this action which was outright derogatory and insulting, and continued passing under these banners for over three days. This much for the loyalty to the Association.

8. ENHANCEMENT IN LOSS OF LICENSE INSURANCE: The Association had been writing on the subject for a long time but our requests were not heeded to by the Managements.

Out of the blues, this Admin Order No. 20/2009, dated 12th May, 2009 was issued by the Management. This is indeed a good move by which the pilots shall be covered for Loss of License Insurance upto Twenty Million (10 million each from PODF and the Management.)

(Para 1 and 2 are reproduced here :-)

1. Management has decided that compensation under Loss of License Insurance Policy as per Clause 5 of Chapter-IX (Compensation & Insurance) of Admin Order No.17/2001 to any Cockpit Crew losing his / her license due to permanent grounding on medical ground stands enhanced from Rs.1.5 (one & half) million to Rs. 10(ten) million w.e.f 17-04-2009. This includes contractual Pilots except those rehired after superannuation.
2. Compensation under this Insurance Policy, covering of license as a result of illness or accident shall be paid upto the age of 57 years, subject to a reduction of Rs. 830,000/- per year upto the age of 60 years.

S/D
HANEEF PATHAN
Director HR, Admin & Coordination



Dear members, with the foregoing, it can be clearly visualized that the management is totally averse to the ASSOCIATION and could go to any limits to harm the interests of the Association, its members and even its set up. As a consequence, all of us have to be on guard and be proactive in handling/dealing with the situations that might arise from time to time. The Executive Committee shall keep you abreast of the developments and would request you all to be vigilant and aware of the sinister designs being harboured against us, as a community.

THE FOLLOWING IS THE EXTRACT OF AN ADMIN ORDER NO.22/2009, DATED 15TH MAY 2009.

This has been done unilaterally by the Management as a consequence of which quite a number of pilots are being affected at present for their promotions to next equipment and many would be affected later. The Association is contesting this decision and would keep you informed.

REVISED UPPER AGE LIMIT & CONDITION FOR UTILIZATION / PROMOTION OF COCKPIT CREW.

1. "Management has approved to amend the provisions of Admin Order No.02/2008, dated 21-01-2008 in order to incorporate revised upper age limit for Pilots & condition for utilization / training / promotion of Cockpit Crew, as stated below:
 - a- Cockpit Crew who have more than 36 productive months remaining service prior to retirement shall not be considered for utilization / training / promotion on equal or to next higher position on all equipments.

S/D
M. HANEEF PATHAN
Director HR, Admin & Coordination

PALPA CLUB HOUSE:

Basement: The basement of the Club House is being completed at a fast pace. The flooring is almost complete and the paintwork and polishing is being done now. We hope to finish the basic work by the 30th of June 2009. This will be another milestone as the Club House construction work would eventually be fully complete. The Executive Committee will try its best to complete the Squash Court and the Gymnasium during its term in office, which would be dependent on the availability of funds.

PMT: The Association had been striving for almost a decade to get a transformer installed for the Club House. After the guest rooms were made operational, the demand for the electricity had increased manifold. All the Club facilities have air conditioners fitted and during peak season, when the entire Club House and the offices are utilizing maximum electricity, the normal supply had to be switched off and the standby generator turned on to meet the demand. Now after hectic efforts of the Executive Committee, a 500 KVA transformer has been installed and delivery shifted to this dedicated PALPA transformer from the KESC. It costed PALPA quite a lot, but it is an investment which in the long term would be beneficial and cost effective.

For the knowledge of our esteemed members, Capt. Suhail Baluch whole heartedly endeavoured in getting the job done. We appreciate his effort and thank him for finishing the job long overdue.

TEMPORARY SICKNESS OF COCKPIT CREW:- The following of our members/contractual pilots are temporarily grounded. We pray to Almighty ALLAH for their expeditious and full recovery – Ameen.

- | | |
|-------------------------|--------------|
| 1. Capt. Amir Aftab | 0300-2018986 |
| 2. Capt. Naeem Qazi | 0300-5195805 |
| 3. Capt. Khalid Hussain | 0333-5139666 |
| 4. F/O Narmeen Nazir | 0333-3167037 |

PROMOTION AS CAPTAINS: The following pilots have gained the coveted status of becoming a Captain in the Airline since the last issue of COCKPIT. It is a great milestone in any pilot's professional career, therefore needs a special mention in the COCKPIT.

- | | |
|----------------------|-------|
| 1. Capt. Tanvir Alam | B-737 |
| 2. Capt. Omar Khayam | B-737 |

BULK SMS FACILITY: The PALPA Executive Committee has made arrangements for sending bulk SMS message to all the members whenever an urgent information has to be disseminated to them. This has already been incorporated, but it would be important for you to ensure that your current cell number is available in our system. For the convenience of those members who are on flights or their cells are off for whatever reason, the message shall stay stored for upto 24 hours only.

However, to ensure that the complete/necessary information reaches the entire membership, the SMS is placed on the Home page of PALPA Website, from where it can be retrieved.

WELCOME ABOARD: The Association is pleased to inform the membership that the following PIA contractual pilots have been absorbed on permanent basis as per Assistant Manager Human Resource; Flight Operations. It is indeed a welcome move and we wish our fresh members long and productive period with the Association.

- | | |
|-----------------------|----------------------|
| ➤ F/O Nasir Memon | ➤ F/O Irtiza Ali |
| ➤ F/O Umair | ➤ F/O Shahida Ismail |
| ➤ F/O Usman Malik | ➤ F/O Haider Abbas |
| ➤ F/O Vaqas Javed | ➤ F/O Atif Munir |
| ➤ F/O Asim Rehman | ➤ F/O Yahya Mussawar |
| ➤ F/O Zoraiz | ➤ F/O Umar Salim |
| ➤ F/O Maryam | ➤ F/O Ikram-ul-Karim |
| ➤ F/O Faisal Choudhry | ➤ F/O Usman Aslam |
| ➤ F/O Faisal Mehmood | ➤ F/O Farukh Bhatti |
| ➤ F/O Waseem Akhtar | ➤ F/O Raja Amir |
| ➤ F/O Usman Choudhry | ➤ F/O Muaawiya |
| ➤ F/O Aroosh Naqvi | ➤ F/O Babar Bucha |
| ➤ F/O Imran Khan | ➤ F/O Uzair Javed |
| ➤ F/O Nabeel Javed | ➤ F/O Akbar Afridi |
| ➤ F/O Ramiz Abid | |

NEGOTIATIONS ON WORKING AGREEMENT: The negotiations for the Working Agreement have commenced since 1st June 2009. These shall continue till the 30th July 2009, by which time we hope to conclude and finalize the Working Agreement. We need your support and patience.

SECURITY THREATS

The extract of the letter from the General Secretary PALPA to the DG CAA-PAK is placed below for your information. Once again, you will appreciate that the Association acted pro-actively.

Ref: PALPA/G/136/132 dated 22nd May 2009.

Ref: NEWS ITEM IN DAILY DAWN – 15TH MAY 2009
THREAT TO COMMERCIAL JETS.

The above-referred news is extremely disturbing and a direct threat to the Safety of Commercial jets flying in the areas mentioned in the newspaper. The spokesperson of the banned militant/terrorist outfit has even given the date of 14th June 2009, beyond which these aeroplanes shall be targeted.

The National Airline has many flights every day operating to Peshawar, Quetta and Islamabad etc. The aeroplanes would be extremely vulnerable during take off and landing phases as the terrorist could employ even small arms to target these commercial jets.

The Association has taken this threat seriously. As a consequence we request you to kindly do the needful and take all necessary steps, including increased surveillance and

patrolling etc. to ensure safety of the aircraft, passengers and crew.

Yours sincerely,

S/D
F/O Arif Majeed
GENERAL SECRETARY

cc: Additional Secretary Aviation, Ministry of Defence.
cc: Managing Director, PIAC.



OBITUARY:-

With profound grief, we inform our members that our senior colleague Captain (Retd) Khawar left us for his heavenly abode on 14th June 2009.

إِنَّا لِلَّهِ وَإِنَّا إِلَيْهِ رَاجِعُونَ

We pray to Almighty Allah to give courage to our colleagues' family and relatives to bear this irreparable loss. May the departed soul rest in peace Ameen!

The Following of our colleagues have lost their loved ones since the last issue of 'COCKPIT'.

1. Capt. Khalid Khan Mother
2. Capt. Abdul Aziz Brother and Brother-in-Law
3. Capt. Asif Saleem Father
4. Capt. Abdul Ahad Mother
5. F/O Naveed Brother
6. F/O Narejo Father
7. F/O Arif Majeed Brother-in-Law

We pray for the departed souls an elevated place in their heavenly abode. Ameen!



F/O Arif Majeed
GENERAL SECRETARY

The Admin Order which was to be produced in consonance with the Memorandum of Understanding signed in the Ministry of Defence took almost a month and three issues to reach an acceptable level.

The Admin Order 21/2009, dated 13th May 2009 is supported by Managing Director PIA's letter addressed to President PALPA which clarifies the issue of waiver flights and booking of seats on leave travel for the pilots. Both these are reproduced for your information / reference and placed overleaf.

LONG LIVE THE UNITY OF PILOTS.

(4)

ST-31, Block-5 Kehkashan, Clifton Karachi-75600, Pakistan.

Tel: +92-21-5824037, 5868860 Fax: +92-21-5862312 Email : info@palpa.org.pk www.palpa.org.pk

ADMIN ORDER NO. 21/2009

Dated: 13th May, 2009

**REVISED PAYMENT OF GUARANTEED FLYING ALLOWANCE
AND CONCESSIONS GOVERNING FDTL**

1. Management has approved revised payment of Guaranteed Flying Allowance & concessions governing Flight Duty Time Limitation (FDTL) in respect of Pilot w.e.f. 1st May 2009, in accordance with the Agreement with PALPA, signed on 23-04-2009 in the Ministry of Defence, as stated below:

- a) **Guaranteed Flying Allowance:** Pilots shall be entitled for payment of 70 hrs Guaranteed Flying Allowance in a calendar month. In order to qualify for this payment, a Pilot shall be required to perform flight duty as per his / her planned roster in each quarter (03 months). In case, a Pilot does not meet the planned hours as per roster due to his personal reasons excluding Privilege Leave, Training and Sick Leave for more than 48 hours duly supported with medical certificate from CFS, then he / she shall compensate the hours so lost by doing an additional flight as assigned by the Management in that quarter, failing which the Pilot shall be paid for the actual hours flown in that particular month of a quarter.
- b) Total of 25 flights per week may be planned / scheduled with more than 10 hrs of flight duty time, but shall not exceed the ANO limit (ANO No.91.0012, dated 25-05-2006, Issue Three 'A') or prescribed from time to time. Flights on which flight duty time exceeds 10 hrs with departure timings between 2200 – 0600 hrs (local time) shall not be planned for more than 02 Sectors.
- c) The Agreement will be finalized with PALPA by 30th July, 2009. In case of disagreement / dispute on certain matters, these shall be resolved by the Arbitration Board comprising of the following members:
 - One member from PALPA;
 - One member from PIA Management;
 - One member to be mutually selected by both members. If the members cannot agree on any one person, then Ministry of Defence will nominate the third member.

Decision of the Arbitration Board shall be binding on both the parties i.e, PALPA & PIA.

2. All other conditions / provisions shall remain unchanged.

3. Admin Order No.18/2009, dated 11-05-2009 stands cancelled / withdrawn. Pilots Service Rules notified vide Admin Order No.17/2001, dated 17-07-2001, subsequently revised from time to time, stand amended accordingly.

Authy: **Managing Director**



M. HANEEF PATHAN
Director HR, Admin & Coordination

DISTRIBUTION:

- Chief Financial Officer
- All Directors
- SA to the Managing Director
- All General Managers & equivalents
- Chief Internal Auditor
- Secretary, PIA
- DGM HR Flight Operations
- Finance Manager Flight Operations
- All Area / Station Heads




MANAGING DIRECTOR'S SECRETARIAT

MDS / 310 / 2009
May 15, 2009

President PALPA

IMPLEMENTATION OF AGREEMENT WITH PALPA

1. Reference Agreement with PALPA, signed on 23-04-2009 and subsequent meetings.
2. In order to ensure smooth operations of flights, as mutually agreed with PALPA; Management's / PALPA's concurrence on the following arrangements is hereby assured:
 - a- Flight Operations Management will give a list of concessional flights to PALPA. These flights shall be reviewed from time to time with mutual consent. Whenever necessary, PALPA may ask for any concession flight to be removed from the list. However, PALPA shall give an alternate flight outside the ambit of the Admin Order No.21/2009 dated 13-05-2009, to compensate such a flight.
 - b- Booking of seats for leave travel of Pilots against NS-I tickets on international routes shall be confirmed in Business Class within 36 hours as per their entitlement prior to scheduled departure time, subject to availability of seats.
 - c- For Captains with 25 years of service or more, when traveling on leave with family, the seats for Captain & his / her spouse will be blocked in Business Class and that of his / her other family members in Economy Class as specified in Admin Order No.07/2009, dated 26-02-2009, during lean period and subject to availability of seats.


Capt. Muhammad Aijaz Haroon
Managing Director

cc: Director Flight Operations
cc: Director Marketing
cc: Director HRA&C

(6)