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Pakistan Airline Pilots' Association

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PALPA NEWS BULLETIN

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DEAR MEMBERS:

السلام عليكم

The term of this Executive Committee started on the 16th February 2008, after successful culmination of the PALPA elections. The process, like any democratic dispensation, gave a fair chance to our esteemed members to elect a new Executive Committee which would represent them for the next two years. The decision to elect participants of the election for each post, especially for the Principal office bearers, must have been a considered one as the closeness of the results amply prove it. What needs to be appreciated is the spirit in which those who lost the elections for their respective posts took the results. The entire process had the requisite ingredients of any hotly contested election but it was carried out in a genuinely democratic manner. The entire membership deserves to be commended for acting in a mature and civilized way all through the process.

It would be in the fitness of things that the out going Executive Committee is commended for its achievements. The salary package which was negotiated and implemented was a reasonable boost and gave a sigh of relief to all our members. Considering the market forces and prevalent pilot shortage, there is still much room for improvement.

The Management has to appreciate the supply and demand phenomenon and do something positive in quick time to harness the trend of exodus from the Airline.

ADDRESS BY THE OUT GOING PRESIDENT.

السلام عليكم

My dear fellow pilots', seniors and veterans pilots.

I welcome you to annual general meeting, 2008. And I am thankful to you all.

First of all I would request you to offer Fatehah for our senior veterans' pilot and three times president of PPA Capt. Shaukat Khan, who expired a few days ago. We will remember him for all times to come.

The President elaborated on the following issue

1. Tenure of the Executive Committee was stormy all through its tenure.
2. The Executive encountered many ups and downs.
3. The main object was enhancement of emoluments and better working conditions.
4. The Association is on a far better footing than ever before.
5. We have tried our level best, to improve other conditions as well, in some we had success, and in some there were short comings as well. As gentlemen, whenever there is some work done, there ought to be mistakes, we have to bear with all that.
6. We encountered some tax issues which were dealt quite nicely by the efforts of executive committee to the satisfaction of most of us.

Although Airline's financial health is not very good, but your Executive Committee still managed to ensure fluent flow of our monitory benefits, Alhamdullilah.

Many rumours, disinformation, and base less allegations were levelled on the Executive Committee, I will urge very strongly to all the membership these type of acts do nothing but create unrest and most of all disunity amongst the membership. Please refrain from all this, in future for your Association's sake.

In the end, I feel obligated to thank all the membership for the continuous support and respect they rendered to me and my Executive Committee.

Today I am proud to announce the fact that in these elections 2008-2010, we have set a record of maximum number of contestants, and record voting turnout, which shows the interest of the community in the affairs of the Association. And I must congratulate the membership. And let me tell you who are present and those who are not present, that the more the Association is suppressed, more strongly it bounces back.

EXCERPTS FROM THE ADDRESS BY THE OUT GOING GENERAL SECRETARY.

Dear Members:

السلام عليكم

It is my privilege to welcome all of you on this year's Annual General Meeting of the Association. On behalf of the Executive Committee, it is my constitutional obligation to update you on the happenings of the 2nd year term of the incumbent Executive Committee's tenure.

Before I dwell on that, it is indeed very heartening to report that this years election was contested by 39 candidates and the voting crossed an unprecedented 95% of the entire PALPA membership. This spirit is indeed a clear indicator that this great Association is working on a sound footing and its future looks secure and prosperous.

The happenings of the year have been communicated to you off and on through INFO's and Cockpit issues. However, it is appropriate to highlight the significant aspects of events for the period January – December 2008.

Salary Package:

The Executive Committee brought to culmination the salary package deal signed in April 2006. The total amount disbursed since then is 60 Crores, although in 3 instalments. The salaries have enhanced considerably and the emphasis remained on a distribution pattern, which satisfies everybody. There may be some objections but by and large the membership is happy and satisfied. In this year's disbursement a new head of incentive allowance was created and two heads i.e. PDA and Kit Maintenance Allowance were merged into one to keep the total number of heads as six.

Pension:

The Finance and Pension Committee of the Management has worked on the proposal submitted long time back by the PALPA Executive Committee. The Executive Committee was assured of an outcome within a short span of time. Numerous letters and telephonic calls have been made to everyone who mattered in the higher Management but to no avail. The figures and calculation percentages of pension given to us for finalization were not acceptable to the Executive Committee. The Executive Committee did not relent its pressure on the Finance Managers of PIA. It is a very sensitive matter for all of us and needs to be addressed as soon as possible.

Tickets:

In spite of our best efforts, in formulating a mechanism to have a system in place for confirmation of seats on NSI travel, the issue stays unresolved. Having exhausted all options a letter was dispatched to the Deputy Managing Director PIAC, and all relevant departments highlighting the failure of the system and the resultant resentment amongst the cockpit crew.

Early Release:

The early retirement issue was agreed to by the Management but when our members applied for it they were denied on the grounds that there was an acute shortage. However, a few were released after pressure from various quarters while others were discriminated. PALPA had no option left as such it went to the court for

Capt. Khalid Khan's case of early retirement. Hopefully, this shall clear the way for others in future.

Career Plan:

Career Plan has a serious impact on the emoluments of the pilots, as the take home is directly proportional to the equipment one is operating on. The only apparent solution to this is the Fixed Salary Package of the pilots, which should be dependent only on the number of years of service. Till such time such a package is proposed, approved and implemented, the Career Plan has to be tackled under the prevailing circumstances.

Club House:

It is indeed with great pleasure I announce that the entire construction work of the top floor is completed which means we now have a total of 31 guestrooms. The guestrooms on the 2nd floor are fully furnished. The entire floor is ready and can be put to use any time. The construction of the squash court and the gymnasium in the basement is underway. The only hitch, however, would be the electric power demand, if all rooms were occupied and optimum utilization of the electrical resources at the club house were made. Another aspect that should be considered by the next Executive Committee is to install at least one elevator to facilitate the movement and carriage of luggage to the upper floors.

Legal:

During the tenure of this Executive Committee, we had acquired the services of a reputed legal adviser, and obtained legal advice on various issues from time to time.

The following cases which are being contested by the Association are:-

1. The constitutional petition No. 143 of 2003.
2. Revival of Civil Aviation case D-851 of 1999 regarding B-737 inspectors qualification case.
3. F/O Umer Cheema and others case for refund of training cost on leaving the service on early retirement.
4. F/O Mehboob Ahmed's case of termination after 17 years of service.
5. Capt. Bucha's case as a trustee of PODE, in his capacity as the President PALPA.
6. Capt. Khalid Khan's case of early retirement.

Another case which may have to be contested by the next Executive Committee is regarding the pension issue, if the Management drags its feet as it did all through the year 2007.

Conclusion:

To conclude I have to thank the Executive Committee and the membership for their support that I got during this term and the terms I have had earlier. In my personal capacity, I did my utmost to propagate the cause of PALPA without any discrimination. I kept the target of completing the guestrooms and worked to achieve that aim. By the grace of Allah, the entire project upto the top floor is complete. In this I would once again thank the Executive Committee and the staff of PALPA who cooperated with me, guided me and supported me.

ADDRESS BY THE OUT GOING VICE PRESIDENT.

After the General Secretary's address Capt. Nayyer Nazir, Vice President PALPA and head of the Pension Committee briefed the gathering on the efforts put in by his Committee to resolve the issue of pension.

He apprised the members about the apathetic response of the Management's Committee negotiating with PALPA. He suggested to the incoming Executive Committee to follow this issue but no hurried decision should be reached as once a calculating percentage is finalized then for many years to come it would not be altered by the Management.

RESOLUTIONS PROPOSED IN THE ANNUAL GENERAL MEETING.

Following resolutions were put before the House during the Annual General Meeting of PALPA held on 16th February 2008. The resolutions were put up for open discussion. The members present expressed their views on each resolution and a healthy debate ensued. The outcome of each resolution is enumerated against each.

RESOLUTION NO. 1

Proposed by F/O. Arif Majeed and seconded by F/O Badar Janjua.

"The Executive Committee be authorized to prepare a fixed pay package, which strives that no junior draws salary/emoluments more than his senior regardless of his/her equipment to minimize the inequality of emoluments due equipments/routes etc".

The resolution was carried unanimously.

RESOLUTION NO. 2

Proposed by F/O Arif Majeed and Seconded by Capt. T. M. Rabbani.

"A Club Secretary be hired to work under a Club Committee comprising President, General Secretary and Treasurer of PALPA. The salary, terms and conditions of service and charter of duties be determined by the Club Committee".

The resolution was put up for an open discussion; it was proposed that a grounded/retired pilot be given preference. The General Secretary agreed with the proposal and assured the House that if a suitable retired member with some experience of running a commercial club is available he shall be considered and offered the job. Otherwise, an outside applicant shall be invited through an advertisement in the newspapers.

The resolution was carried unanimously.

RESOLUTION NO. 3

Proposed by Capt. Nayyer Nazir and Seconded by F/O Arif Majeed.

"All those retirees who have left PIA and employed in PIA on contract or in other Airlines be allowed to become PODF Trust members, under the rules determined by the PODF Trustees".

The resolution was put before the house. The members appreciated the resolution and was carried unanimously.

RESOLUTION NO. 4

Proposed by F/O Arif Majeed Seconded by Capt. Nayyer Nazir.

"The voting on issues/matters related to serving/permanent pilots be done by only the serving/permanent pilots".

The house supported the resolution and was carried unanimously. However, it was pointed out that the resolution be put up for voting and then incorporated in the Constitution.



ADDRESS BY CAPT. IMRAN USMAN, PRESIDENT PALPA FOR THE TERM 2008-2010.

After taking the oath the newly elected President Capt. Imran Usman also addressed the House and thanked all the members present for taking time to attend the meeting and supporting and electing him as the President.

MEETING WITH THE MANAGING DIRECTOR PIAC.

An introductory meeting with the MD, PIAC was held on March 13, 2008, in the PIA Head office. A three member team led by President PALPA met the MD PIA and requested him to visit the Association at a time of his convenience. The MD was gracious to have accepted our offer. He also told the Committee to give in writing the issues which the Association feels need to be resolved. He was of the view that decisions have to be taken instead of customary meetings.

The official letter has been sent to the MD PIA with all those points which are pending and need redressal. The entire letter cannot be printed here due to paucity of space but the points highlighted are listed below. These points are the priorities of this Executive Committee and shall be vigorously pursued to achieve results.

Points Highlighted:



Career Plan, Fixed Salary Package, Pension Formula, Family Travel, Rebated Tickets, Domestic Travel, Retirement, Medical, Frequent/Arbitrary changes in documents etc.

CHANGE IN FLIGHT OPERATIONS:

Capt. Naveed Aziz has taken over the responsibilities of the Flight Operations Department w.e.f. 31st March 2008. The Executive Committee welcomes this move and resolves to work closely with the new DFO. With his valid and long experience in the Department, we are certain that he shall be able to make a positive and significant change in the Flight Operations Department. The Executive Committee and the membership wishes him the best of luck and assures him of working in close coordination to resolve the issues expeditiously.

Needless to emphasize, there had been a difference of opinion on principles with the outgoing Flight Operations team, on the issue the Career Plan.

We hope that a mutually agreed arrangement would be reached quickly to get over with this impasse. The blockage in the Career Plan and a resistance to change or to maintain status quo is primarily for the reason that a substantial monetary difference exists when operating different equipment. The circumstances, favour a deliberate approach and the Executive Committee hopes to convince the Higher Management, with a workable solution with an active participation of the DFO and his Flight Operations team.

CLUB SECRETARY:

In line with the decision of the Resolution passed by the AGM, the Executive Committee has appointed F/O Ayaz Akbar as the Club

Secretary. He shall be working voluntarily till his permanent grounding by the CAA, after which he shall be employed against a monthly payment decided by the Executive Committee. The Charter of duties for the Club Secretary has been formulated and a Club Committee formed in line with the resolution referred to above.

We welcome F/O Ayaz Akbar and are confident that he shall do his utmost to not only maintain but further improve the Club facilities, for the members and their families.

LIFTING ON BAN ON THE ASSOCIATION:

It is indeed a matter of great relief that the Prime Minister in his maiden speech in the Parliament has lifted the ban on Student and Trade Unions. It was an arbitrary and unilateral decision and taken in a haste by the military Government of the time. The ban lasting more than eight years did not yield any worthwhile result for the Corporation. Conversely, it proved, beyond a shadow of doubt, that the employees Union/Association had no influence in deterioration or financial collapse of the Airline.

The numerous Chairman/MDs/DMDs deputed to run the Corporation had a major share in bringing the Airline to this abysmally dismal state. Banning the Unions/Associations with a stroke of pen was an imprudent and discriminatory law. What is needed now is the accountability of all those who worked in the Higher Management over these eight years. They have brought shame and disrepute to the Airline. The work force had no say in the running of the affairs as such the employees cannot be blamed. The result was a demotivated work force which resulted in employees of all departments leaving in hordes. The same has been true for the pilots. Their worth has not been recognized or kept in line with even the regional Airlines. The earlier it is realized and remedied by the Management, the better it would be.

The Association had filed a case against this arbitrary decision in the Court of Law. The case is still pending and it is worthwhile to report that the successive Executive Committees had pursued the case vigorously. The Association is revived through an Executive Order and our endeavour now shall be to get our Working Agreement 1995-1998 restored, especially those clauses which had adverse impact on our salary package.

RETIRED PILOTS ISSUES:

This Executive Committee has brought to the notice of the MD PIAC, the issues of our senior retired members. The medical and travel facility which had been downgraded by the earlier Managements has been a source of great anguish and dissatisfaction for our retired colleagues. The 90% rebated ticket against 95% for the serving pilots has been a sore issue and taken up again with the Management. We are hopeful that such issues would be resolved soon, as indicated to us by the MD PIAC.

This Executive Committee has decided to carry forward the tradition of inviting the retired pilots on the 1st Tuesday of every second month. The next such get together shall take place in the month of June.

PALPA WEBSITE:

Members are once again reminded that the PALPA Website is kept fully upto date. Besides the happenings of the Association all documents/policies issued by the Management and relevant to the pilots are also posted on the website. It is hoped that you will appreciate the effort that has gone into providing you this facility. This is for your ease and comfort and to keep you current.

PALPA PHONE NUMBER:

A cell No. 0333-2126567 has been taken to send messages to the Executive Committee on all important/urgent matters. This shall be the fastest way to disseminate the information to the Executive Committee. You may add this to your address list and SMS the issues which you feel need immediate attention.

RETIRED PILOTS:

In the year 2008 from January to 15 April, following of our senior pilots have retired from the service of the Corporation after having served the Airline for many years with dedication and dignity.

Pilots Retired on Superannuation: _____



1. Capt. Mujahid
2. Capt. Tariq Pervaiz
3. Capt. Najam Khan
4. Capt. Mirza Rafi
5. Capt. Shakil Khan
6. Capt. Khalid Khan

On behalf of the entire membership, we pray to the Almighty Allah for our retired colleagues and their family's wellbeing and success in everything they venture to do in future. We hold all them in high esteem and assure them of our fullest corporation.

OBITUARIES:

Following of our senior colleagues have lost their lives:

1. Capt. Shaukat Hussain Khan
2. Capt. Agha Ahmed Tehrani

إِنَّا لِلّٰهِ وَإِنَّا إِلَيْهِ رَاجِعُونَ

Following of our colleagues have lost their dear ones as mentioned against their names:

- | | |
|------------------------|--------|
| 1. Capt. Waheed Jaswal | Wife |
| 2. Capt. Jilane | Mother |
| 3. Capt. Wajahat Irfan | Father |
| 4. F/O A. U. Asim | Father |
| 5. F/O Rauf | Sister |
| 6. F/O Tariq Mehmood | Father |

May Allah in his infinite mercy grant our colleagues and their families' strength, courage and patience to bear this irreparable loss. We pray for the departed souls an elevated place in their heavenly abode. (Ameen!)

F/O ARIF MAJEED
General Secretary

LONG LIVE THE UNITY OF PILOTS.

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