



PAKISTAN AIRLINE PILOTS' ASSOCIATION

AFFILIATED WITH :
INTERNATIONAL FEDERATION OF AIR LINE PILOTS' ASSOCIATIONS &
INTERNATIONAL TRANSPORT WORKERS FEDERATION.

INFO

Dear Members,

June 13, 2011.

السلام عليكم

We regret that due to circumstances beyond our control and known to all membership we were unable to communicate to the members. Through this INFO we hope to briefly convey to all as to what PALPA has been doing since the last INFO circulated for safe guarding our interests.

1. We are in the process of preparing the New Working Agreement 2011-2013 and will soon submit the same to the management for execution and implementation. Our main focus apart from other clauses is Article-II dealing with financial matters. We expect a reasonable enhancement in the new Working Agreement; especially taking into account the recession/inflation that is taken place since the last increase in emoluments.
2. PALPA has already made certain amendments to the existing Working Agreement. These amendments have been made after concurrence from the DFO and have been forwarded to the Director Administration & HR. These clauses have been verbally acceded to by both Director Administration & HR and the Managing Director. They are attached with this INFO for the membership. The Clause 4.15 has already been deleted as mutually agreed by the management and PALPA. We would welcome any suggestions/amendments that the members feel may be incorporated to further improve our Working Agreement to the benefit of the membership.
3. Clause 4.15 stated **"From the tenure of new PALPA Executive Committee i.e. March 2010 onwards, members of PALPA Executive Committee shall not hold Executive Supervisory Pilots assignment(s)"**. This clause was incorporated on the insistence of the previous management, specially the Managing Director otherwise he was not ready to sign the Working Agreement. This clause was discouraging the members of joining PALPA Executive Committee; even FENA did not sign their Working Agreement because of this penalizing clause. The present management was considerate and kind enough to understand the problem and after mutual agreement deleted the said clause. We express our gratitude to the Managing Director for his goodwill gesture in doing away with this clause.
4. We are diligently negotiating on the retirement age of the pilots as per the Gazette Notification of the Government. In this we expect an across the board enhancement of the retirement age of pilots up-to 65 years.
5. There was an anomaly whereby 64 of our pilots continue to remain on contract while batches above and below them have been granted a permanent employment status. These pilots will soon be regularized as permanent employees as per government and PIA rules. The DFO and Director Administration have already agreed to this in principle and the same will be submitted for approval in the next Board Meeting of PIAC.
6. In co-ordination with Mr. Salman Javed, Ex- Director General Services, we have joined a case with the Supreme Court for the removal of 24(a) of the Service & Discipline Rules of PIAC. The clause states: **Termination from service: The services of an employee of the corporation may be terminated simplicitor by the appointing authority, by three months notice or payment of three months wages/salary in lieu thereof.**

The MD PIA has also agreed that the clause 24(a) is detrimental to the cause of PIA and its employees and therefore, must be done away with.

Contd: P/2.

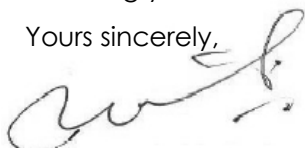
(2)

7. PALPA is in the process of establishing the PALPA Institute of Aviation Management & Sciences on its premises. The Institute will be initially affiliated to the Karachi University. We intend to apply for an independent charter in the next stage. We hope to start this Institute by August 2011.
8. Through toilsome negotiation PALPA has managed to decentralize the scheduling and despatch at Karachi, Islamabad & Peshawar. Lahore will soon be added to it. These departments now operate on a 24 hours basis independent of the earlier centralized control of Karachi. Efforts of our Co-opted member F/O Chakar Ali Shah are appreciated.
9. The Cockpit scheduling which had been moved to the Head office premise is now back to the Jinnah Terminal area. The out of base crew has been facilitated by this action in that they can HOTAC slips from the airport on arrival.
10. The ATR base at Lahore has been re-established.
11. Seniority of the members after 2001 has been streamlined, PALPA has constituted a Committee to finalize the seniority, the Committee consists of: (1) Capt. Arshad Khan, (2) Capt. Atifullah & (3) Capt. Uzair Khan. This Committee will finalize the list of seniority and present it to the management for final implementation.
12. The seniority of the instructors would also be streamlined. The Instructors now will be made keeping in view both the seniority and eligibility.
13. PALPA is actively following the litigation initiated by Captains Aijaz Haroon, Shuja Naqvi and Haroon Abdullah before the Honourable Sindh High Court relating to the disciplinary action taken against them. We are confident that the PALPA decision in these cases will be stayed by the court.
14. We are grateful to the Honourable Federal Interior Minister, Mr. Rehman Malik for not extending the "Essential Services Act" on PIA employees thereby causing it to lapse with time.
15. One great service rendered by PALPA is in the area of cost cutting of unnecessary expenditure that were being incurred by PIA in its operations. In a presentation attended by the MD many areas were highlighted by PALPA whereby there could be visible and actual cost cutting and therefore, saving for the PIAC Operations. We are glad to announce that as a result of that presentation Capt. Suhail Baluch was appointed Chairman of the Cost Cutting Committee formed by the MD PIAC. F/O Chakar Ali Shah shall act as Secretary of the Committee. The composition of the Committee would be extended by co-opting other members from relevant fields. In just 60 days since the Committee set to work, there has been a saving of over 1.3 billion rupees per annum to the Corporation. This fact has been acknowledged by the management. Through this letter we request our members to please furnish us with any innovative ideas that may be impended in saving money to the PIAC through fuel, patterns, hotels etc.
16. PALPA is in the process to change the slip pattern for the crew from Hong Kong to Bangkok. The proposal has been submitted and hopefully come into force from July 2011.
17. President and F/O Zahid visited Crew Medical Centre at Islamabad and took notice of the difficulties being faced by the membership. Necessary recommendations have been made to the Chief Flight Surgeon for improvement and corrective actions. We have been assured of prompt action.
18. President and IFALPA Director attended the 65th IFALPA Annual Conference in Chiang Mai, Thailand. The President PALPA gave a presentation/speech to the audience and in response received standing ovation and appreciation. A separate letter of appreciation has been sent by the President IFALPA (copy attached).
19. PALPA has shown concern regarding the existing uniform of cockpit crew and are in the process of making recommendations for required changes in uniform. Suggestions, if any would be welcomed.

In the end, we promise to keep our members up-to-date with the ongoing tasks of PALPA at a more regular interval. We once again request the membership to please do not believe in the rumours that keep cropping up at the instance of the vested interest who are against the Unity of PALPA.

Thanking you,

Yours sincerely,



Capt. Suhail Baluch
PRESIDENT

1.2. **RECOGNITION.**

The Corporation recognizes PALPA as the sole representative of all Pilots who are members of the Association.

The Corporation agrees that all training /evaluation/ checks of Regular Pilots will be performed exclusively by the Pilots who are members of the Association, except on induction of aircraft. On wet lease simulator, checks will be carried out by members of the Association.

The Association recognizes the obligation of it's members to faithfully discharge their duties and responsibilities in accordance with the highest standards of professional conduct, and in a manner which will promote safety and efficiency in the Corporation's operations consistent with the provisions of applicable laws and the provisions of this Agreement.

The Corporation recognizes its obligation to uphold the sanctity of this Agreement and ensure that no part of this Agreement is violated.

The Association further agrees that it's member Pilots will perform such duties in the air and on the ground as are assigned by the Corporation from time to time and will proceed to any place, on Corporation's duty as required by the Corporation, provided that such areas have not been designated as danger areas or war zones, by the Government Of Pakistan, ICAO, IFALPA, J.A.A. and FAA Notwithstanding the foregoing the operation into such areas, if required, will be carried out with the concurrence of the Association, and within the terms of this Agreement.

The Corporation will not require the Pilots to fly an aircraft other than those which are owned by the Corporation and registered in Pakistan or leased by the Corporation, except when on deputation / secondment.

AMENDED CLAUSE:-

1.2. RECOGNITION.

The Corporation recognizes **that the Association is** the **bargaining** representative of all Pilots who are members of the Association.

The Corporation agrees that all training /evaluation/ checks of Regular Pilots will be performed exclusively by the Pilots who are members of the Association, except on induction of aircraft. On wet lease simulator, checks will be carried out by members of the Association.

The Association recognizes the obligation of it's members to faithfully discharge their duties and responsibilities in accordance with the highest standards of professional conduct, and in a manner which will promote safety and efficiency in the Corporation's operations consistent with the provisions of applicable laws and the provisions of this Agreement.

The Corporation recognizes its obligation to uphold the sanctity of this Agreement and ensure that no part of this Agreement is violated.

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The Corporation will not require the Pilots to fly an aircraft other than those which are owned by the Corporation and registered in Pakistan or leased by the Corporation, except when on deputation / secondment.

"BASE"

The locations designated by the Corporation in consultation with the Association, as place of residence of Pilots, as stipulated elsewhere in this Agreement. (Transfers/Posting)

AMENDED DEFINITION

"BASE"

The locations designated by the Corporation in consultation with the Association, as place of residence of Pilots, as stipulated elsewhere in this

NEW DEFINITION ADDED:-

"CREW CHANGE STATION".

The crew change station can be any station where the crew is available and it is not the crew's own residential base.

Clause 2.4.3.

dd- When operating-cum-supy / supy-cum-operating on up and down flights, Pilots shall also be paid normal flying allowance on Supy sector.

AMENDED CLAUSE 2.4.3.

dd- When operating-cum-supy / supy-cum-operating, up and down flight shall **be considered as an operating flight for all purposes.**

2.8.1 Pilots shall be entitled for payment of Seventy (70) hours 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, Casual Leave, Training and for Sick Leave if more than 48 hours duly supported with medical certificate from CFS / PIA Doctor, 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.

AMENDED CLAUSE 2.8.1.:-

2.8.1 Pilots shall be entitled for payment of Seventy (70) hours 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, Casual Leave, Training and for Sick Leave if more than 48 hours **(sick leave upto 48 hours no medical certificate is required)** duly supported with medical certificate from CFS / PIA Doctor, 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.

2.8.2 Total of 25 flights per week be planned/scheduled with more than 10 hours of flight duty time, but shall not exceed the ANO limit. 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.

AMENDED CLAUSE 2.8.2.

2.8.2 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

2.15 EXCESS FLYING DUTY EXPENSES:-

- ii) Pilots operating B-777 flights, under the provision of LR/SLR/ULR as applicable, shall each be paid US\$325/- per sector (LR/SLR/ULR), in addition to excess flying duty expenses.

AMENDED CLAUSE 2.15:-

- ii) Pilots operating flights, under the provision of LR/SLR/ULR as applicable, shall each be paid US\$325/- per sector (LR/SLR/ULR), in addition to excess flying duty expenses.

2.16 REFUSED DAYS-OFF PAYMENT:-

Pilots are entitled to 10 days off at base each month, free from all duties. However, they may be utilized for flying duties on any off-day, with their consent. Pilots, other than Management Executives, shall be entitled to payment of refused days-off at a uniform rate of two (02) hours of Flying Allowance per day, after certification by GM Crew Planning & Scheduling or his nominee, on payment voucher at the cash counter on monthly basis.

At least four (4) days off at base shall be indicated in the roster. If any of these days off are not indicated in the roster, these shall be treated as refused days off. However, subject to Pilots concurrence these days off may be utilized, in which case refused days off credit will be given. In case of leave, these marked days will be reduced on a pro-rata basis.

AMENDED CLAUSE 2.16:-

2.16 REFUSED DAYS-OFF PAYMENT:-

Pilots are entitled to 10 days off at base each month, free from all duties. However, they may be utilized for flying duties on any off-day, with their consent. Pilots, other than Management Executives, shall be entitled to payment of refused days-off at a uniform rate of two (02) hours of Flying Allowance per day, after certification by **Chief Pilot** Crew Planning & Scheduling or his nominee, on payment voucher at the cash counter on monthly basis.

At least four (4) days off at base shall be indicated in the roster. If any of these days off are not indicated in the roster, these shall be treated as refused days off. However, subject to Pilots concurrence these days off may be utilized, in which case refused days off credit will be given. In case of leave, these marked days will be reduced on a pro-rata basis.

(a) However, the pilot reserves the right to utilize his/her 10 days off entitlement every month and inform CPPS and the Association accordingly. He/she will not claim equation of flying hours/days out for that month.

- 2.17.1 Payment of seventy (70) hours Guaranteed Flying Allowance per month w.e.f.1st May 2009, at the rate of 1½ times the hourly Flying Allowance, irrespective of the actual number of hours flown.

AMENDED CLAUSE:-

- 2.17.1 Payment of **135 hours Guaranteed Flying Allowance per month**, irrespective of the actual number of hours flown.

- 2.17.2 International Outstation Allowance up to maximum of declared average days-out for the month of their respective equipment of 30 days in 03 months, whichever is less, irrespective of the number of days they stay at outstation. In case of ATR Pilots, they shall be paid Non-Slip Allowance on quarterly basis, not exceeding 90 hours per month, in lieu of International Outstation Allowance.

AMENDED CLAUSE:-

- 2.17.2 International Outstation Allowance up to maximum of declared average days-out for the month of their respective equipment of **45** days in 03 months, whichever is more, irrespective of the number of days they stay at outstation. In case of ATR Pilots, they shall be paid Non-Slip Allowance on quarterly basis, not exceeding 90 hours per month, in lieu of International Outstation Allowance.

3.7 FLIGHT TIME AND FLIGHT DUTY TIME LIMITATIONS.

NEW CLAUSE ADDED 3.7.1. (b) :-

(b) SINGLE SET CREW OPERATION (TWO PILOTS/FLIGHT ENGINEER)

Maximum Scheduled Flight Time	8:30 hours
Maximum Scheduled Flight duty Time	10:00 hours
Maximum Scheduled Sectors	4 For Jet Aircraft
Maximum scheduled Sectors	5 Turbo-Prop

N O T E:

In addition to above, one additional sector may be added, only under extreme operational requirements. However no Flight Pattern will be planned with more than four sectors on jet, aircraft. Flight duty limitations, in such cases, shall be reduced by thirty (30 MINUTES FOR each ADDITIONAL SECTOR.

NEW CLAUSE ADDED:-

3.7.9.1c Rest after return to home base on completion of LR flight shall be sixty (60) hours, which shall include three (03) clear nights. However, after completion of LR flight if a domestic layover is involved, then the crew will be given double the flight duty time rest at the domestic station. On return to home base, the crew shall be given thirty six (36) hours of rest which shall include two (02) clear nights

3.15.1. Duty Roster:

- (g) In case a Pilot is required for operating a flight for which he / she is not rostered, advance notice of at least twelve (12) hours will be given and acknowledgement obtained. A Pilot may refuse the assignment if notice as stated above is not given.

AMENDED CLAUSE 3.15.1 (g):-

In case a Pilot is required for operating a flight for which he / she is not rostered, advance notice of at least twelve (12) hours will be given and **his/her consent/acknowledgement** obtained. A Pilot may refuse the assignment if notice as stated above is not given.

3.16. MISSING OF ASSIGNED DUTY/ SICK REPORTS.

3.16. Sub clause added (d):-

d) All PALPA Principle Office Bearers shall be exempted from the above clause 3.16.

3.22. CONCESSIONS:

PALPA agrees to grant twenty five (25) concession flights per week to the Management. The utilization of these concessions by the Management shall be within the laid down limits in the ANO. Flight Operation Management will give the list of concession flights to PALPA. These flights will be reviewed from time to time with mutual consent. Whenever necessary, PALPA may request for any concession flight to be removed from the list. However, PALPA shall give an alternative flight outside the ambit of the Working Agreement, such flight shall be made available and agreed mutually within the shortest possible time without disrupting the Flight Schedule.

AMENDED CLAUSE 3.22:-

WAIVERS:

As a goodwill gesture, Association agrees to grant **waiver** flights to the Management. The utilization of these **waivers** by the Management shall be within the laid down limits in the ANO. Flight Operation Management will **provide a** list of **waiver** flights to **Association for their consideration.**

3.22.1 PALPA assures the Management that under no circumstances it shall withdraw any concession flight. This assurance is valid from 1st August 2009 till 31st July 2011. The twenty five (25) concessional flights per week shall continue during the intervening period between the two Working Agreements, i.e. after 31st July 2011. However, positive steps would be taken by both sides to adhere to the provision of Article 1.6 of the Working Agreement. It is agreed that the new Working Agreement (inclusive of Article II of the Working Agreement) shall retroactively be effective from 1st August 2011.

CLAUSE DELETED:-

3.22.1

3.22.2 PALPA / Management agreed that in case of an arbitrarily withdrawal of concession flights by PALPA, the matter would be referred to a **Special Committee** comprising of three senior serving pilots of PIAC to be nominated by Director Flight Operations, in active consultation with the President PALPA. The Special Committee would resolve the issue within a period of three (03) calendar days and their decision would be final and binding on both the Flight Operations and PALPA.

DELETED CLAUSE:-

3.22.2

3.22.3 Flight on which Flight Duty Time exceeds ten (10) hours with departure timings between 2200 – 0600 hours (local time) shall not be planned for more than two (02) sectors.

Waiver list from i to xxv to be deleted.

4.15. From the tenure of new PALPA Executive Committee i.e. March 2010 onwards, members of PALPA Executive Committee shall not hold Executive Supervisory Pilots assignment(s).

CLAUSE DELETED:-

4.15.

5.5.2.1. Seniority within the batch, joining on the same date shall be decided on merit/age for induction of pilots starting from 1st August 2009, thereof. Seniority of the Pilots inducted prior to above mentioned date shall be decided as follows:

- Seniority within the batch, joining on the same date shall be decided on the age.
- The older pilot being senior to younger.
- Internal candidates will be senior to external candidates, because of their service in the Corporation and better orientation of the Airline.

AMENDED CLAUSE:-

5.5.2.1.

- **The seniority issue with respect to the pilots inducted before 31st July 2009 stands settled/finalized and conclusive as decided in MoD dated 6th August 2010.**
- **Seniority of pilots inducted after 1st August 2009 under a specified advertisement from time to time would be considered as a "BATCH".**
 - Seniority within the batch shall be decided on the basis of their age.
 - The older pilot being senior to younger.
 - Internal candidates will be senior to external candidates, because of their service in the Corporation and better orientation of the Airline.

5.7. DEPUTATION TO OTHER AIRLINES/ AGENCIES.

The Corporation will allow deputation of Pilots to other Airlines/ Agencies, provided such deputation will not affect the airline's operation. The deputation will be strictly according to the Corporation rules.

AMENDED CLAUSE:-

5.7. DEPUTATION TO OTHER AIRLINES/ AGENCIES.

The Corporation will allow deputation of Pilots to other Airlines/ Agencies, provided such deputation will not affect the airline's operation. The deputation will be **in accordance** to the Corporation **and the following rules.**

5.9. CAREER PLAN OF PILOTS.

5.9.1. The promotion of Pilots to different equipment will be done according to the following career Plan and minimum specifications.

- 5.9.1.1. A Pilot will start his/her career as ATR First Officer.
- 5.9.1.2. First Officer ATR will then be promoted as First Officer on A-310.
- 5.9.1.3. First Officer A-310 will then be promoted as First Officer B-777.
- 5.9.1.4. First Officer B-777 will be promoted as Captain ATR, as per seniority.
- 5.9.1.5. An ATR Captain will then be promoted as Captain A-310, and thereafter Captain B-777.

SPECIFICATIONS.

The above career plan will be implemented subject to the following minimum specifications:

- (a) ATR First Officers: CPL with valid instrument rating.
- (b) A-310 First Officer:
 - (i) ATR P-2 - 500 hours
 - (ii) Total experience - 1,000 hours
- (c) B-777 First Officer:
 - (i) A-310 P-2 - 500 hours
 - (ii) Total experience - 1,500 hours
- (d) ATR Captain:
 - (i) ATPL.
 - (ii) B-777 P-2 - 500 hours
- (e) A-310 Captain:
 - (i) ATR P-1 - 500 hours
 - (ii) Total experience - 4,000 hours
- (h) B-777 Captain:

- (i) A-310 P-1 - 500 hours
- (ii) Total experience - 4,500 Hrs.

B-737 / B-747(P-1/P-2) being declared side lined equipment will not be a part of career plan.

F/O on B-737 will be Ab-initio Pilot. They will then be promoted to A-310 as per seniority. Minimum requirement shall be 500-hours. For promotion on B-747 as F/O, all F/Os on ATR/B-737/A-310/B-777 shall be given an option as per their seniority provided they have fulfilled the minimum requirement for promotion. All Captains/ F/Os shall be given option for promotion on B-747/ B-737 Captain as per seniority, provided they have fulfilled the minimum requirement for promotion. (Captains on B-777/A-310/B-737/ATR, F/Os B-777/A-310/B-737/ATR respectively).

AMENDED CLAUSE:-

5.9 CAREER PLAN OF PILOTS.

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- 5.9.1.1. A Pilot will start his/her career as ATR First Officer.
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 - (i) A-310 P-2 - 500 hours
 - (ii) Total experience - 1,500 hours
- (d) ATR Captain:
 - (i) ATPL.
 - (ii) B-777 P-2 - 500 hours
- (e) A-310 Captain:
 - (i) ATR P-1 - 500 hours
 - (ii) Total experience - 4,000 hours
- (h) B-777 Captain:
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AMENDED CLAUSE 6.4.1.2.

Prior permission from Director of Flight Operations or his nominee will be required before casual leave is taken, except in circumstances beyond control, in which ***pilot can claim his/her casual leave and submit the leave form on the next working day.***

NEW CLAUSE ADDED 10.5.8.

Besides the loss of license compensation, PIA shall offer a ground job to the affectee. This shall commensurate with the number of years of service and conform to the following.

0	-----	10 Yrs Service	Group	8
10	-----	20 Yrs Service	Group	9
20	&	Above	Group	10

6.4.1.2. Prior permission from Director of Flight Operations or his nominee will be required before casual leave is taken, except in circumstances beyond control, in which case prior information to be provided.

ARTICLE - 11

RULES OF THE PIAC PILOTS PENSION FUND

The management undertakes to resolve Article-11 latest by December 31, 2009. Furthermore, the management, PALPA and Mediators (senior Pilots) shall form the committee to finalize the pension formula.

AMENDED:-

The management undertakes to resolve Article-11 latest by June 30th, 2011. Furthermore, the management, PALPA and Mediators (senior Pilots) shall form the committee to finalize the pension formula.

OPEN

Note: The management undertakes to resolve the pension issue latest by December 31, 2009. The management, PALPA and Mediators (senior Pilots) shall form the committee to finalize the pension formula.

OPEN

AMENDED:-

Note: The management undertakes to resolve the pension issue latest by June 30th 2011. The management, PALPA and Mediators (senior Pilots) shall form the committee to finalize the pension formula.

12.2.1.2. Investigation/inquiries of a Pilot's professional error, can be carried out by a General Manager or equivalent of Flight Operation Department, entrusted to him by Competent Authority, CAA, ICAO, JAA, Government of Pakistan and Corporation itself .

AMENDED CLAUSE:-

12.2.1.2. Investigation/inquiries of a Pilot's professional **/disciplinary/error** ***shall*** be carried out by a **Chief Pilot** entrusted to him by Competent

12.2.1.5.2. That the Association shall have the right to be represented through all phases of inquiry. The representative once nominated shall not be changed, except for reasons beyond his/her control.

AMENDED CLAUSE:-

12.2.1.5.2. That the Association shall have the right to be represented through all phases of inquiry.

13.1. Sons and daughters of Pilots whether such Pilots are retired, deceased or in the service of the Corporation, will be given preference over other candidates for employment in the Corporation provided they possess the requisite qualifications and experience and are found suitable for the post applied, subject to the Law of the Land. In addition, a quota of 5 % will be fixed for the employee's son / daughter. In case, of death of a Pilot on duty, one son / daughter will be accommodated in the airline.

AMENDED CLAUSE

13.1.Sons and daughters of pilots whether such pilots are retired, deceased or in the service of the Corporation, **shall** be given preference over other candidates for employment in the Corporation provided they possess the requisite qualifications and experience and are found suitable for the post applied, subject to the Law of the Land. In addition, a quota of 5 % will be fixed for the employee's son/daughter. In case, of death of a Pilot on duty, one son / daughter will be accommodated in the airline.

13.2.1. The Corporation recognizes the Association's affiliation and membership with the INTERNATIONAL TRANSPORT WORKERS FEDERATION (ITF). The Corporation shall provide six (6) tickets; hotel and allowance to representatives of the Association for ITF meetings, in a year, including any Interline on confirm basis travel.

AMENDED CLAUSE:-

13.2.1. The Corporation recognizes the Association's affiliation and membership with the **INTERNATIONAL FEDERATION OF AIRLINE PILOTS' ASSOCIATION (IFALPA) &** INTERNATIONAL TRANSPORT WORKERS FEDERATION (ITF). The Corporation shall provide **twelve (12)** tickets; hotel and allowance to representatives of the Association for **IFALPA &** ITF meetings, in a year, including any interline on confirm basis travel.

13.2.2. The Corporation recognizes the Association's affiliation and membership with the INTERNATIONAL FEDERATION OF AIRLINE PILOTS' ASSOCIATION (IFALPA) The Corporation shall provide six (6) tickets; hotel and allowance to representatives of the Association for IFALPA meetings, in a year, including any Interline on confirm basis travel, in a year, including any Interline on confirm basis travel.

DELETED CLAUSE:-

13.2.2.

13.5. **HOTELS.** A representative of the Association will be included in the committee to negotiate the Hotel Contracts for stay of Pilots at all stations. Any changes in the existing hotel contracts will only be done in consultation with the Association.

AMENDED CLAUSE:-

13.5.**HOTELS.** A representative of the Association will be included in the committee to negotiate the Hotel Contracts for stay of Pilots at all stations. Any changes in the existing hotel contracts will only be done in consultation/**Agreement** with the Association.

13.13. **PRESSING OF UNIFORMS.** Pilots are entitled for pressing of uniform suit and laundering of one uniform shirt, once during a tour of duty at each domestic/ international slip station.

AMENDED CLAUSE:-

13.13. **PRESSING OF UNIFORMS.** Pilots are entitled for pressing of uniform suit and laundering of one uniform shirt, **at least** once during each tour of duty at each domestic/ international slip station.

Director Flight Operations,
Flight Operations Department,
Pakistan International Airlines,
KARACHI AIRPORT.

June 13, 2011.

Subject: SUPERVISORY ASSIGNMENT

Dear Sir,

Clause 4.15 of PALPA-PIAC Working Agreement 2009-2011 has been mutually deleted being discriminatory in nature.

It is worth mentioning that the previous PALPA-PIAC Working Agreements provide for Supervisory Assignments to PALPA Executives but it was only because of the rigid and vindictive attitude of previous management that the clause 4.15 was forcibly made part of PALPA-PIAC Working Agreement 2009-2011. In the past, the Executive Committee members had been performing supervisory assignments including Capt. N. A. Bucha, Capt. Imran Usman, etc.

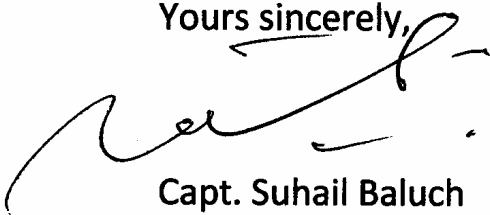
I have been performing the duties of Route Check Captain/DCP-B prior to my election as Vice President in 2008 and President of PALPA in 2010. The Supervisory assignment is a professional pride for every pilot and financial benefit is hardly of any significance.

I have been asked by the management to carry out my interview with PCAA and recency requirements. Thereafter, I was called for an interview by the Selection Board and I have been cleared for Simulator Instructor Training.

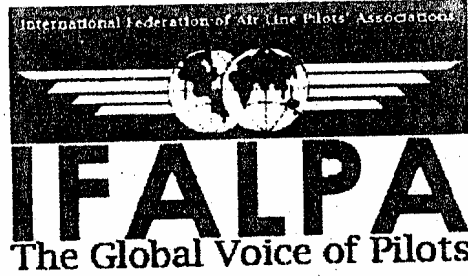
I, in the best interest of PALPA – PIAC relationship, hereby withdraw/forego Route Check Allowance till the time I am President PALPA.

Thanking you,

Yours sincerely,



Capt. Suhail Baluch
P- 45649



Letter of Recognition

*Presented by
the International Federation of Air Line Pilots' Associations to*

The Pakistan Air Line Pilots' Association

*In recognition of its leadership in the protection of the interests of
Pakistan International Airlines.*

It has truly rendered exceptional service to the people of Pakistan.

Presented in Chiang Mai, 9th of April 2011

A handwritten signature in black ink, appearing to be "Stu Julian", written in a cursive style.

Captain Stu Julian

A handwritten signature in black ink, appearing to be "Carlos Limon", written in a cursive style.

Captain Carlos Limon