



PAKISTAN AIRLINE PILOTS' ASSOCIATION

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

INFO

Dear Members: -

September 14, 2009.

السلام عليكم

The Association has once again been brought to a precipice where the Executive Committee has been forced to withdraw extra cooperation extended to the management by PALPA and its members. The Executive Committee has endeavoured all along to resolve the issues amicably but the Managing Director PIAC and his team have always thrown spanners in whatever we thought was an easily resolvable matter.

Before I dwell on the letter written by the DFO 'to set the record straight', it would be appropriate to recall where the incumbent management has stabbed us as an Association. These were the issues on which we were made to work but later the Management disregarded our effort and refused to agree on the proposals, which were generally originated by them. The Executive Committee did everything in good faith and trusted the MD and his entire Flight Operations team. Kindly refresh your memory by going through these points and how Executive Committee's precious time was wasted:

- (a) Emirate's package offered by the MD in PALPA when he was invited on his assumption of office as MD PIA. (27th July 2008)
- (b) When the presentation was prepared, MD said that this shall not be possible unless it is linked with CAP-371, the Duty Time Limitations on which the Emirates works. The Association agreed to this also and gave a multimedia presentation in PALPA. Having linked (a) and (b) and Executive Committee's agreement in full, the Management made a clean break out of it and backtracked on its commitment. Almost three months were wasted in the process.
- (c) Then the MD said that a fixed salary package, tailor made to PIA's environment can be agreed to. The time it took to prepare this proposal was also wasted because of lack of adequate response to our proposed package. (15th October 2008)
- (d) The MD then forced the Executive Committee to get it re-registered. The process was completed on 26th December 2008. Almost a year's time of this Executive Committee's tenure was gone by this time.
- (e) The MD then asked the Executive Committee to find some 'hidden ways' of enhancing our emoluments by rewriting the Scheduling Policy. A month and a half was wasted by the Executive Committee to formulate such clauses in the Scheduling Policy but all this hard work also went waste.

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During the year 2008, the side issues, which kept cropping up from time to time were:-

- (a) FDTLs and imposition of FOM limits. PALPA is contesting the same in the Court of Law.
- (b) NS-I travel even after numerous Admin Orders is yet to work to our satisfaction.
- (c) Removal of Capt. Ahsan Rehman from service and imposition of penalty on F/O Khalid Azmat.
- (d) Change of hotel in Jeddah to Al-Badar and downgrading of facilities in PC hotels for the First Officers. The Executive Committee reacted to it rightfully; if we hadn't done that at that time our working conditions would have deteriorated and our facilities eroded further.

After this brief preamble, let me now take up the issues highlighted by the DFO. Under the circumstances, it has become imperative for the Executive Committee to correct the record. The patience and cooperation of this Executive Committee has been highlighted above and the Management should not assume that the membership is so naïve not to understand what the actual truth is.

(a) DFO's Responsibility/Authority:- At the outset, we agree with the DFO that pilots are honourable, focussed and hard working professionals. The damage to the reputation of the entire pilot community is irreparable, but unfortunately, it was inflicted by the incumbent management of which the DFO is part of. It is, therefore, also important to point out that the DFO, as the custodian of pilots in PIA, failed to protect and defend the defamation and slander levied against the pilots in April 2009. What right did anyone, including the MD, have to get personal against the pilots by calling names such as 'thieves, thugs, liars', arm twisters etc? Moreover, the banners erected in the flight operations audaciously depicting derogatory remarks against our community could not be taken down by the Director Flight Operations or his flight operations officials and an Executive Committee member had to take the honours of getting them removed. The DFO has the authority to take action against any member as he deems necessary, but he failed to defend and protect the rights of the pilots from whom he has to take work of an extremely sensitive nature. If he was so impotent and powerless even then he had the option of relinquishing his post and standing shoulder to shoulder with the community of which he is a part for over three decades.

(b) PALPA Membership for Contract Pilots: - The letter in question has tried to create an impression that the PALPA Executive Committee is not interested in taking the contract pilots in its fold thus creating or attempting to create a rift between the young contractual pilots and the Association. It is far from truth. This Executive Committee and the ones before this one have all tried their best to convince the MD's and DFO's to put an end to this biased approach regarding permanency and seniority, but to no avail. The previous Executive Committee had nearly finished the entire process of change/amendment of relevant clauses of the PALPA Constitution when Capt. Haroon Abdullah objected to the process adopted by the Executive Committee. The objection was accepted; as such, the amendment could not take place. This is a lengthy exercise and cannot be concluded quickly. Additionally, the assertion by the DFO that even after two and half years PALPA could not make these contractual pilots permanent members, would not give any advantage to these individuals as they would not be entitled to any benefits which would accrue to them as permanent PIA employees.

(c) Disbursement of Kitty:- About the disbursement of the PALPA Kitty, there has been no precedent of such a distribution amongst the contract pilots. In the procedure adopted in 2006, 2007 and 2008, the disbursement of money was only done for the permanent pilots and the hit for contract pilots was taken by the then management. This would also be pertinent to point out that the salary raise for the contract pilots remained exactly the same as for permanent pilots.

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- (d) Arbitration:** - The hurry and haste, which the management is showing for initiating the arbitration is understandable. The important aspect which is being overlooked is that the MD wants arbitration on the annulled MoU whereas the Agreement reached in the MOD clearly states arbitration on Working Agreement. Naturally, our contention is that the terms of reference have to be in harmony before the process of arbitration can take place.
- (e) Misinterpretation about Disbursement of Rs. 226 Million:** - The amount of Rs. 226 million mentioned time and again in the letter has been given to PALPA against the Article-II of the Working Agreement. The Executive Committee did not deliberate on Article-II clause by clause, contested this figure or got into arguments with the MD and accepted this amount graciously. The rigmarole started after the signing of the MoU when numerous spanners were thrown in for the disbursement. Besides others, the Executive Committee agreed to adjust the non-slip flying allowance in its kitty but then the final breaking point was the money distribution amongst the contract pilots. We have already highlighted to you our stated position on this issue. Make them permanent and they become rightful recipients of their share from the same kitty.
- (f) Media War.** The Association fully agrees that the distasteful media war is not in the interest of either pilots or management. As far as the irreparable damage to the reputation of the entire pilot community is concerned, who has the requisite resources and infrastructure to wage a media war; the management or PALPA? The Executive Committee never wanted this stage to come but this was thrust upon us by none other than the MD of the Airline. He initiated this campaign and the results are there for everyone to see. It is, however, important to note that PALPA's spokesperson(s) have never uttered anything in opposition to anybody in person against any official of the management. We have always talked or highlighted the points, which affected us or were collective issues. On the contrary, the MD, the sole spokesman of PIA, has kept no holds barred.
- (g) Non-Delegation of Authority.** Last but not the least, it is imperative to bring to the attention of our members that non-delegation of authority to the DFO by the MD was severely felt in the negotiations that took place for finalization of the Working Agreement. He was virtually told that no clause related to finances shall be agreed to negotiated by the DFO. This was the primary reason for the delay and disagreement on many points, which stayed open for discussion even till today. The Management team leader (DFO) was virtually helpless at most of the times, which was felt as such by the entire PALPA negotiating committee.

To conclude, let this be known to everyone, that the incumbent Executive Committee or PALPA members do not want to harm the Airline by any means. This is also a recorded fact that no one in the Airline contributes or works more than the pilots. This reality has been told to the Government officials at the highest level and at all relevant forums. Everybody recognises this truth but when your own or those from within are hell-bent on becoming egoistic, adamant and inflexible, the results would invariably be confrontation and disagreement.

Thanking you,

Yours sincerely,



F/O Arif Majeed
GENERAL SECRETARY