



## PAKISTAN AIRLINE PILOTS' ASSOCIATION

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

# INFO

**Dear Members:**

July 23, 2010.

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The 'communiqué sent to the pilot community to dispel 'mis-information' by the management is to put it mildly, verbosity at its best, without any truth and a way of misleading the membership. This management has a track record of dilly-dallying the issues without resolving any, thereby forcing the Executive Committees to get the pending issues resolved by retracting its extra cooperation. When this is done, albeit after months of on the table discussions/negotiations, the management resorts to such 'misleading communiqués'. This stubbornness and highhandedness takes the situation to such an extreme, where PALPA is left with no other option but to withdraw the extra cooperation, resulting in loss to the Airline.

The losses coming in the wake of PALPA's genuine reaction is fairly and squarely management's fault. Where do the 'INTERPERSONAL' skills disappear when, no matter how much time has been spent resolving issues, bears no fruit. The DFO and his Flight Operations team should have the moral courage to accept that they drastically lack these INTERPERSONAL skills even more than the Bahrain incident Captain who has been issued a Show Cause Notice to explain as to WHY HE COULD NOT HANDLE THAT PARTICULAR SITUATION. Obviously the question that arises is 'HAS THE DFO used his Managerial/interpersonal skills to control the situation vis-à-vis the PALPA's Executive Committee request for implementing the Working Agreement 2009-2011 in its agreed form.

Who in the management will take this blame? Putting the blame on the other party is the simplest thing, specially so when you are holding a position in the management. WHEN WAS A 'NON-COOPERATION' CAMPAIGN RESORTED TO BY THE EXECUTIVE COMMITTEES AFTER THE WORKING AGREEMENTS WERE SIGNED AND SEALED FOR THEIR SPECIFIC TIME FRAMES? THIS MANAGEMENT TAKES THE CREDIT FOR THIS UNPRECEDENTED ACT.

The mind set of this management is to keep extracting favours from the Association without budging from its position or reciprocating adequately to keep the Flight Operations running smoothly. Is it that all Executive Committee lack an absence or lack of prudence and the incumbent management has no share in bringing things to that level where the pilots wilfully stop extending extra cooperation? The COMMON FACTOR is THIS MANAGEMENT, which is not seeing beyond its NOSE. The clumsy way of the management to gain time to temporarily stall the matters will not take it too far.

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SIMPLY PUT, and ADDRESSED TO THE MANAGEMENT **(1)** WHY IS IT THAT YOU ARE RELUCTANT TO IMPLEMENT THE WORKING AGREEMENT 2009-2011, mutually agreed to, in its true letter and spirit? **(2)** If you were to back track or not honour your commitment, why did you put your signatures on it? **(3)** Where does your morality or conscientiousness go when you one-sidedly decide to either impede or stall the application of the Working Agreement 2009-2011. **(4)** Wondering about the vision and goals of this Executive Committees leadership, WILL YOU ANALYSE AND ADDRESS YOUR CONTRIBUTION IN SPOILING THE RELATIONSHIP AND THE RESULTANT LOSS TO THE AIRLINE?

In the following paragraphs, the issues raised, explanations given or blames/accusations resorted to by the management are briefly addressed. The Association always keep your interest paramount as such whatever the Executive Committee decides is only for the overall benefit of the community. Concurrently, it has to also keep the interest of the Airline in mind. Sadly, is it only the Association and not the management, which is paid to do this job to stay abreast of what is coming their way and pre-empt and be proactive. The utter failure of this management to gauge the ground realities has brought our working relationship to this impasse.

**(1) Executive Allowance for PALPA Principal Office Bearers.** Capt. Aijaz Haroon while travelling on a flight with the Vice President-PALPA, asked him to send a letter from PALPA for the revival of the Executive Allowance for PALPA Executive Committee members, which was in vogue before the Association was suspended in 2001. When a letter was sent, the request was not conceded to; instead a misinformation was spread around by the management. This was not an unjust demand but if the MD had to dishonour his commitment he shouldn't have told the Vice President to initiate this request. This shows the credibility and the mindset. Most probably, the MD wanted such a letter to use it against the Executive Committee as and when required.

**(2) RE-FIXATION OF PILOTS SENIORITY:-** The Managing Director in his office asked the EC that some pilots have wrongfully manoeuvred their seniority by using unfair means. In order to revert their seniority, he sought PALPA's help. The EC wanted to correct the seniority list as this issue is extremely sensitive and has traditionally had zero tolerance policy of all Executive Committees in the past. Even a single pilot's wrong adjustment of seniority affects all pilots below him/her. The content of the DFO's letter in this regard is indeed a shock to the Executive Committee, as the letter has totally been mis-interpreted to tarnish the image of the EC.

Be rest assured that the Executive Committee is only looking after the just interest of the community and it will always honour the oath taken by it.

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- (3) **INCIDENT AT BAHRAIN AIRPORT:-** A long story by the management to cover up its guilt has been written in the letter sent to the membership without realizing that the pilots are extremely perturbed and agitated with the way management has acted so far. It is not a matter of concern for an individual only but this act on the part of the Flight Steward is just not acceptable. We agree that an inquiry should be held to verify the facts but WHICH ORGANISATION WILL NOT TAKE AN IMMEDIATE ACTION AGAINST AN EMPLOYEE WHO MANHANDLES HIS CAPTAIN AND THAT TOO IN UNIFORM AND IN THE PUBLIC.

The initiation of inquiry has taken place after almost FIVE MONTHS as the show cause notices were issued only recently. The shameful delay shows the importance the management has accorded to this case without realizing what signal it is giving to other pilots of the Airline. JUSTICE DELAYED IS FOR SURE JUSTICE DENIED.

Stating that the management will protect the rightful authority of the Pilot-in-Command is a mere hearsay with glimmers of verbosity at its bests. DFO, SIR, BEING A CAPTAIN YOURSELF, YOU HAVE ALREADY LOST YOUR MORAL GROUND, AS YOU FAILED TO PROTECT YOUR CAPTAIN WHEN HE NEEDED IT THE MOST.

- (4) **HIRING OF CONTRACT PILOTS:-** In our last COCKPIT Issue dated 10<sup>th</sup> July 2010, we have already apprised you that hiring of co-pilots on B-747 has been agreed to by the PALPA Executive Committee, on specific terms and conditions with an agreed time frame. Therefore, the explanation given in DFO's letter was not necessary. The acceptance of retired pilots being hired on few selected equipment was only agreed to by the earlier EC of PALPA to give some breathing space to the management, in order to complete the crew requirement. The PALPA Working Agreement 2009-2011, clause 5.5.6 clearly states that "The Corporation shall at no stage engage contract/expatriate Pilots, **except in consultation with the Association**".

The management did not consult the EC in hiring of pilots after superannuation, hence, clearly violating the above stated clause of the PALPA Working Agreement 2009-2011. The Executive Committee has decided that keeping in view the interest and progression of active pilots' career; no pilot should be hired after superannuation.

- (5) **SENIORITY OF PILOTS: -** The matter of adjusting seniority of newly inducted pilots was discussed thread bare during the negotiations of the Working Agreement 2009-2011. As such there is no reason to discuss or form Committees again to settle the issue. It had been agreed that all pilots inducted into the Airline after 2001 shall have their seniority adjusted only on DATE OF JOINING and AGE. This principle is time tested and creates least distrust among the pilots. It would be pertinent to mention that the change of stance has personal motive of the DFO and others in the Flight Operations as their children are being affected by this adjustment. A classic example of selfishness.

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(6) **PENSION:** - This issue was reflected upon in the DFO's letter that Capt. Suhail Baluch, President PALPA, being the convenor himself shall take up the matter in CEPIA. What was agreed to in the Working Agreement 2009-2011 was that the Pension issue shall be finalized by 31<sup>st</sup> December 2009. The management conveniently gave itself an extension on time and the MD in CEPIA's meeting had the audacity to request its members to ask the Prime Minister of Pakistan whenever they meet him for an equity of Rs. 3.5 billion, only then would the MD be in a position to resolve the pension issue. If such petty issues are to be resolved by involving the highest office of our country, then it surely reflects bad management in PIA. EVERY PILOT WILL RETIRE, INCLUDING THOSE IN THE MANAGEMENT; AS SUCH IT IS OF PARAMOUNT IMPORTANCE THAT THIS ISSUE IS SETTLED WITHOUT ANY DELAY. There is life after sixty, as such we wouldn't want our members to get measly pensions and live miserably in that part of their lives when they should be most comfortable.

(7) **PASSAGE:** - The reasons given in the letter of not confirming seats for the crew and their families is quite familiar as the same concocted and flimsy grounds are being quoted time and again. The management has virtually CHEATED our community on this issue for almost a decade. The will and intention of not doing it by the management has made our travel an extremely cumbersome procedure. Instead of travelling on leave in leisure and peace, an activity so very essential for rejuvenating, it has become a painful experience and source of extreme anguish and torture.

We are all aware of the circumstances in which the PALPA Working Agreement was signed by the management. This was only achieved due to the support and unity of our members. It is also worth mentioning here that PALPA is the only Association in PIA with a valid Working Agreement. The Working Agreements/charter of demand for all the other Associations/Union are still pending. The PALPA Executive Committee tried its level best to co-operate with the management but it seems that beside other issues, the management is not interested in the implementation of the PALPA Working Agreement 2009-2011, and is bent upon taking arbitrary decisions thereby harming the dignity of pilots.

WE HOPE THAT THE ABOVE STATED FACTS WILL CLARIFY EACH AND EVERY POINT MENTIONED IN THE DFO'S LETTER. REMEMBER, THE STRENGTH OF THE PALPA EXECUTIVE COMMITTEE LIES IN WHOLEHEARTED SUPPORT OF ITS MEMBERSHIP.

Yours sincerely,

Capt. T. M. Rabbani  
GENERAL SECRETARY

**LONG LIVE THE UNITY OF PILOTS.**