



PAKISTAN AIRLINE PILOTS' ASSOCIATION

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

INFO

Dear Members,

August 24, 2010.

السلام عليكم

Reference is made to the letter addressed to ' All Cockpit Crew' by the DFO dated 19th August 2010.

1. At the very outset, let it be made absolutely clear to the Management pilots in particular and the PALPA members in general, that as an elected body, the Executive Committee is fully empowered to take decisions against any PALPA member if he/she WILLFULLY violates any clause(s), of the PALPA Constitution. Furthermore, the DFO's comment that 'Show Cause letters by SOME Executive Committee members' is frivolous and baseless because it is not SOME individuals but the Executive Committee which takes all decisions, on matters of such importance. As a consequence of consensus decision, the explanation letters were given by the Executive Committee and not only by the individual who signed the explanation letters.
2. Before issuance of these notices/letters, the casualness of the Management was writ large on the issues of 'Stress levels', 'Mental fatigue', 'Concentration on professional responsibilities' etc, but as soon as these notices were issued the Management woke up from its slumber to remind "ALL PILOTS" the importance of these issues. The Association has been harping on these matters all along but it was thought of as a "Go by the Book' gimmick. It wouldn't take a rocket scientist to realize, Why Now? Simply, because a few of the Management pilots, including the author of the said letter and his son, were given Show Cause notices/letters by the incumbent Executive Committee.

It would be pertinent to inform the membership that 'All cases were reviewed carefully by the Executive Committee', before asking its Management pilots to explain their respective reasons for violating certain clauses of the PALPA Constitution. A show Cause notice to a GM in the flight operations was issued on his conduct as a General Secretary of the Association in allegedly leaking/ divulging the information/documents, of which he was the custodian himself, as such this case has no bearing on the issues raised by the DFO in his letter.

Contd. P/2

(2)

3. It is not a secret that there are forces working deliberately against the Association for their personal benefits & motives to get their agendas fulfilled, without realizing the fact that the same PALPA, over the years, has protected them and provided them for their just rights. Needless to emphasize, there are pilots in the current management who have been or have aspired to be in the Executive Committees. Now their personal interests have taken over i.e. smooth induction of children into PIA, adjustment of their seniority, training them on better equipment and getting their relatives at lucrative positions/postings etc, the management pilots feel threatened and would not refrain from harming the interests of the Association. In their zeal to benefit as much as they would like to, they have forgotten that the community over the years has worked hard to achieve its esteemed status, and would go to any limit to protect and uphold the honour and dignity of its members and the Association.
4. As is known to all, the management has a full fledged legal department available to it with unlimited resources of this cash strapped Airline to hire attorneys to contest cases on any flimsy grounds. On the contrary, the Association has to fend for itself but if there comes a stage when the Management wants to malign the Executive Committee or PALPA members and wants to settle scores in the courts of law then the Association has no choice but to take the Management head on, to redeem itself honourably.
5. After the signing of the Working Agreement 2009-2011, the course of events were totally in the hands of the incumbent Management which was the signatory to the agreement. Therefore, it wouldn't be wrong to say that Management's reluctance to apply the Working Agreement has resulted in the current impasse.

The Executive Committee's insistence in implementing the mutually worked out agreements and Management's stubbornly backtracking and willfully not doing so clearly shows the intent and mentality. If the Management thinks that not the negotiations but going to the courts is the only option, then so be it. Rest assured, we have a stronger case and the honourable courts will uphold our stance.

6. The Management's success in obtaining the stay (restraining order) in issuance of such letters will adversely impact on the Management and the Airline in future. The current Management is egoistic, stubborn, incompetent and non cooperative. The Airline, if it were in the hands of professionals, would have shown positive results and become a viable commercial entity, and not a laughing stock on all related talk shows/newspapers in the electronic and print media.

Thanking you,
Yours sincerely,



Capt. T. M. Rabbani
GENERAL SECRETARY