



PAKISTAN AIR LINE PILOTS' ASSOCIATION

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

INFO

Dear Members,

السلام عليكم

October 09, 2018.

PIACL is passing through its worst ever crises in history. PALPA as an integral part of this institution continues to play its vital role in keeping the interest of both the National Flag Carrier and its membership.

It is an undeniable fact that right from the outset, the incumbent Executive Committee of PALPA has been extending cooperation in the best interest of the airline and also by hoping a fair bit of reciprocity from the Flight Operations management. However, we have experienced total indifference and irresponsible attitude by the Flight Operations management.

Such transgressive behaviour towards Association and therefore its membership, leaves us with no alternative but to apprise our membership through the correspondence, which were sent to the management on various occasions.

PALPA recently communicated its grievances and concerns to Mr. Saqib Aziz, Federal Secretary Aviation/Chairman/CEO & President PIACL, in an official meeting dated 25th September 2018 that took place in the Aviation Division Islamabad. Mr. Saqib Aziz has further asked us to submit a detail report through a presentation on all issues faced by our airline in particular and the membership in general including revival strategies.

In order to keep the membership apprised, please see PALPA's letter PALPA/G/122/139 dated 9th October 2018 to the management regarding the prevailing situation, which is self explanatory.

We assure the membership that we shall leave no stone unturned to keep the interest of our membership as our first and only priority.

With Best Regards,

Capt. Ali Mansoob
GENERAL SECRETARY

LONG LIVE THE UNITY OF PILOTS.



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Ref: PALPA/G/122/139

October 09, 2018.

Chief of Flight Operations,
Flight Operations Department,
Pakistan International Airlines,
PIA Head Office,
KARACHI AIRPORT.

**SUBJECT: NEGLIGENCE/INCOMPETENCE/INDIFFERENCE
BY THE DIRECTORATE OF FLIGHT OPERATIONS**

PALPA is an Association of highly skilled and professional individuals, which is registered under the Societies Act of Pakistan. It has always strived to contribute earnestly towards the betterment of the National Flag Carrier (PIACL). This is done by extending concessions for smooth and profitable operations in keeping with safeguarding the interests of the pilots while maintaining the required international safety standards.

We would like to remind you that PALPA is the sole bargaining representative of all pilots who are members of the Association, as per clause 1.2 of PALPA-PIAC Working Agreement 2011-2013.

Quote

1.2. RECOGNITION.

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

Un-Quote

Our membership is facing the worst ever crisis in its history which has been raised through various letters and meetings with your office for the past eight months.

It is of utmost importance to mention that as a natural counterpart to each other our roles together are clearly defined i.e. to serve PIACL and the pilot fraternity that we belong to. Appallingly, PALPA and its membership by and large observed sheer negligence and total disregard towards reciprocation in all areas by you. This non cooperation in resolving the outstanding issues duly communicated on a regular basis, reveals the fact that it is either your deliberate indifference towards the Association and its membership to seek own personal attainments or it is **incompetence**.

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Following are the issues which need your urgent and immediate response.

1. HOTEL ACCOMMODATION:-

PALPA wrote numerous email dated 21st September 2018 and letters PALPA/G/34/136 dated 28th September 2018, PALPA/G/37/128 dated 26th September 2018 and PALPA/G/06/123 dated 13th September 2018 (copies attached) asking you to issue a Circular on the subject of adhoc Hotel accommodation on domestic routes. Unfortunately, neither a Circular in this regard has been issued nor any replies to our emails/letters have been received, whereas, our membership continues to cooperate in the interest of the National Flag Carrier by coping up with this undue ordeal.

GM Safety & QA Division has also taken a serious note on the prevailing situation of hotels bearing letter No. S&QA/2018/333 dated 1st October 2018 (copy attached). Your slackness towards resolving the issue could lead to compromised safety. Your absent role in securing and taking a stand on degradation of hotels for crew indicates incompetence, which is also in gross violation of clause 13.5 of PALPA-PIAC Working Agreement 2011-2013.

2. ONCR:-

A number of letters, Ref: PALPA/G/122/98 dated 24th July 2018 & PALPA/G/122/30 dated 14th March 2018 (copies attached) and reference UCM meeting No. 1 dated 10th April 2018 on the issue of ONCR were raised by the incumbent Executive Committee. Unfortunately, not a single paper (minute) has been raised by your office for obtaining financial approvals for disbursement to members. On the contrary, the letter of Chief Pilot Training, CPCT/R43/85316 dated 13th September 2018 (Copy attached) indicates personal greed of Executive Allowance for excess simulator hours was put on a priority. This proves that your personal interests are placed above the needs of the rest of the membership. Delaying the settlement of financial penalties to our pilots which they paid from their own pocket may destroy the willingness of volunteering their services in needs of time for the airline.

3. CREW CAREER PROGRESSION:-

The top most priority of PALPA is to ensure Career Progression of regular pilots. The neglect in this area was highlighted through various meetings and letters Ref: PALPA/G/122/133 dated 26th September 2018 & PALPA/G/125/126 dated 18th September 2018 (copies attached). PALPA still awaits the forecast and promotion plan of pilots as per clauses 5.3. & 5.5.6. of PALPA-PIAC Working Agreement 2011-2013. Your malafide intent towards non-compliance with the above mentioned clauses is now evident that you manipulated in issuance of contracts by disregarding clause 5.5.6 which offers legitimate expectancy right to promotion of our active and regular pilots.

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Quote

5.5.6. The Corporation shall at no stage engage contract/expatriate Pilots, except in consultation with the Association, and provided that the Corporation is able to justify the shortage of Pilots with requisite experience to fill such vacancies. In such an event contract/expatriate Pilots shall be eligible to fly on the equipment for the specified period of contract which shall not be for more than one year at a time. If during the interim period regular Pilots of the Airline have achieved the minimum qualification essential for promotion then such regular Pilots shall be promoted on the equipment and contract/expatriate pilot shall be permitted to fly provided, he/she does not deprive regular Pilot of his/her due share of flying. If a contract Pilot is at any stage absorbed in service of the Corporation as a Pilot, he/she shall be treated as a new entrant and placed at the bottom of the seniority list as per Corporation's rules.

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The 14 additional contracts on B777s that have been issued after the Hajj season cannot be justified. PIA has neither expanded its fleet nor its network. The recent Hajj Operation was smoothly carried out without these 14 vacancies. Be advised that in the forthcoming presentation to Secretary Aviation/Chairman/CEO & President PIACL, this will be highlighted that the unilateral issuance of contract which as of now is causing a great financial impact without any justification because to fill any vacancies is the right of our active and regular pilots.

4. TRAINING OF TRIS/TRES:-

Again no reply has been received to our letters Ref: PALPA/G/125/131 dated 26th September 2018 & PALPA/G/125/126 dated 18th September 2018 (copies attached) which was in response to Chief Pilot Training's letter, regarding the training of TRIs/TREs on all equipments.

No effort has been made by your training department to address the above mentioned issue which is causing huge financial loss and choking crew career progression.

5. CONTRACTS ON A320:-

Recent issue of contract on A320 has no provision in any Admin Order or MoU signed between PALPA and PIACL. All such contracts prove a dictatorial mindset which does not believe in negotiations and disregards the mutual agreements, which is in a gross violation of clause 5.5.6. of PALPA-PIAC Working Agreement 2011-2013.

6. IPADS:-

Membership is unaware of the proceeding on the Ipad issue. Despite number of letters PALPA/G/06/109 dated 20th August 2018, PALPA/G/197/446 dated 20th October 2017, PALPA/G/122/432 dated 15th September 2017, PALPA/G/126/424 dated 12th September 2017, PALPA/G/276/173 dated 1st April 2017 & PALPA/G/276/156 dated 20th February 2017 (copies attached), we have neither received any reply nor any progress has been made by your department to sort this problem.

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We assure you that these moves do not bode well in cultivating a trust based relationship with the Association that expects all understanding with us to be honoured with dignity and should not be misconstrued as a weakness. Our untiring efforts are a testament in striving to work with what can only be seen as an erratic and noncompliant Flight Operations set up.

The Association would like to emphasize that favours are offered as a relief arrangement till the system can sustain more efficient Flight Operations, whereas the safety is continuously compromised by Flight Operations.

In the light of the above, PALPA is left with no choice but to invoke clause 1.7 of PALPA-PIAC Working Agreement 2011-2013 to settle all issues in accordance with the PALPA-PIAC Working Agreement 2011-2013. While the Association is generously conceding all favours to enable the Flight Operations, we at the very least expect this gesture to be reciprocated in spirit.

As per clause 1.7 of PALPA-PIAC Working Agreement 2011-2013 which states

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1.7. SETTLEMENT OF ISSUES:

Any issue if highlighted within the Corporation rules/PALPA Agreement to the Corporation by the Association will be settled, within a period of 30 (thirty) days, from the date the issue is highlighted, or a mutually agreed upon time line/date.



Capt. Rizwan Gondal
PRESIDENT

Un-Quote

Copy to:-

- Secretary Aviation/Chairman-PIACL/CEO & President,
- Secretary/Board Members – PIACL
- Chief of Human Resource – PIACL