

Request for Mutual Assistance for Danish ALPA North Flying pilots

Dear Colleagues,

It has been brought to the attention of IFALPA that, on 23 August 2023, the Danish airline North Flying fired all its DALPA represented pilots by releasing them from the collective agreement with FPU (Flight Personnel Union). The company and the pilots had been engaged in court proceedings since 16 August 2023.

Unilateral management decisions like this cannot be tolerated, especially in Denmark, where collective bargaining and social dialogue are encouraged and have long standing traditions. This action is viewed as bad faith bargaining creating a nefarious precedent which may produce negative consequences to pilots in Europe and for Danish aviation in general.

DALPA requests the Mutual Assistance outlined below, as per the IFALPA Industrial Manual, and further requests Letters of Support for North Flying pilots to be sent to the attention of Captain Aksel Lytzen (President) dalpa@flyvebranchen.dk and CC Sebastián Currás-Barrios (sebastiancurras@ifalpa.org)

- **Request for Ban on Wet Leasing (2.4.1)**
- **Request for Recruitment Ban (2.4.3)**
- **Request for Denial of Training Facilities (2.4.4)**
- **Request for Prohibition of Pilot Contracting (2.4.6)**
- **Request for Submissions and Representations (2.4.7)**

DALPA will keep IFALPA and its Member Associations informed of any further developments.

In Unity,



Captain Al Gaspari
Executive Vice President
Professional & Government Affairs

Appendix 1, IFALPA Industrial Manual

- **Request for Ban on Wet Leasing**

A Member Association may request a ban on wet leasing. If requested, Member Associations should attempt to persuade their Companies by any appropriate and lawful means to ban Wet Leasing.

- **Request for Recruitment Ban**

Any Member Association involved in an industrial dispute with a particular Company may request other Associations, through IFALPA, to notify their pilot members not to apply for positions with, nor accept assignments to, that Company.

- **Request for Denial of Training Facilities**

Member Associations should take such steps as are reasonably practicable to dissuade their airline(s) from providing training or facilities to other airlines, which may be seeking to train pilots for strike-breaking purposes or for other purposes which may have the effect of undermining the effectiveness of industrial action.

- **Request for Prohibition of Pilot Contracting**

If requested, a Member Associations should make every effort to prohibit the contracting of pilots from their company to the company involved in the industrial dispute.

- **Requests for IFALPA Submissions and Representation**

The Executive Board may be requested to make submissions and representations on behalf of a Member Association involved in an industrial dispute, to the media, the airline, the aviation authorities, and at ministerial, government, and political levels.

Member Associations may be requested to supplement the above action by making similar representations on behalf of the affected Member Association.