



Reference: 17PGA057

17PGA057  
19 October 2017

To: All Member Associations  
Executive Board  
PGA Committee Members  
IFALPA Staff

## Further Update on Mutual Assistance for Hong Kong ALPA

Regarding the dispute between Cathay Pacific Airways and the Hong Kong Aircrew Officers Association (HKAOA), represented by Hong Kong Airline Pilots Association (HKALPA), HKALPA have requested that IFALPA **extend** the Mutual Assistance until **31 December, 2017**.

The pilots of the HKAOA, representing the pilots of Cathay Pacific Airways in Hong Kong and New Zealand, remain in contract compliance and the ban on members entering or upgrading in the Training Department is ongoing. The issues that are now being discussed in negotiations include local pilot allowance and rostering (scheduling). The pilots' pay agreement expired in May and the housing agreement for expat members is now subject to termination with three months' notice.

At the request of the HKAOA, management has agreed to engage in High Performance Engagement (HPE) which is traditionally used to affect a culture change in labour relations. In this case, however, it will be used in a non-traditional way for negotiations. These discussions have just begun with a third party in attendance who will work with the Union and management to move towards an agreement. We are hopeful that this new arrangement will result in progress, however, contract compliance will continue for the time being.

Therefore, HKALPA requests, through IFALPA, an **update** to the current Mutual Assistance, as follows:

### **Request for Denial of Training Facilities** (*Para. 2.4.3*)

HKALPA will keep IFALPA and its Member Associations informed of any further developments concerning this dispute.

Best Regards,

A handwritten signature in black ink, appearing to read 'Jack Netskar', written in a cursive style.

**Cpt. Jack Netskar**

Executive Vice President  
Professional & Government Affairs