



Reference: 17PGA057

19PGA001
28 March 2018

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

Request for Mutual Assistance for Hong Kong ALPA

The pilots of Cathay Pacific Airways, represented by the Hong Kong Aircrew Officers Association (HKAOA), have been in Contract Compliance and have implemented a ban on members entering the Training Department in response to management's unilateral termination of their Rostering Practices Agreement, and lack of progress in negotiations.

As a result, and to circumvent the Training Ban, Cathay Pacific Airways has contacted other airlines to secure the service of their pilots. The HKAOA's position on Direct Entry Pilots (DEP) is as follows:

- Direct Entry First Officers are permitted under the Conditions of Service ratified in 2008 (CoS08); however, they should only be employed once all suitable Second Officers candidates have been given the opportunity to upgrade;
- Direct Entry Captains are prohibited under any of Cathay Pacific's Conditions of Service.

Therefore, HKALPA requests, through IFALPA, the following Mutual Assistance:

- Request for Recruitment Ban** (*Para. 2.4.2*)
- Request for Denial of Training Facilities** (*Para. 2.4.3*)

All IFALPA Member Associations are encouraged to support HKAOA pilots by forwarding support letters to:
Cpt. Chris Beebe, HKALPA General Secretary, chris.beebe@hkalpa.org

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

Best Regards,

Cpt. Jack Netskar
Executive Vice President
Professional & Government Affairs