



## 2015 GLOBAL PILOTS' SYMPOSIUM: EACH DAY MATTERS

*Thank you for participating in the 2015 Global Pilots' Symposium (GPS), where we focused on taking action—building influence and advocating favorable, mutually beneficial aviation policies. Below is a brief overview of three of the main issues discussed at the GPS, as well as some proposed actions that you can take to send a powerful, unified message to policymakers and regulators locally, nationally, and globally. Working together, we will be able to amplify our voice, increase our effectiveness, and advance the profession. Please continue to keep us updated on your progress and send additional information or ideas to [GPS2015@pilotalliances.com](mailto:GPS2015@pilotalliances.com).*

### **ISSUE: UNFAIR COMPETITION WITH SUBSIDIZED, STATE-OWNED ENTERPRISES**

**Three Middle East carriers—Qatar Airways, Etihad Airways, and Emirates (ME3)—currently pose one of the biggest threats to our jobs, our airlines, and the industry. In their plan to dominate global aviation, they've unleashed more than \$42 billion in state subsidies and other benefits over the last 10 years to exploit and gain unfettered access to international routes and markets. Added to that is a growth four times the rate of their GDP without any stimulation of additional demand, monumental airport expansion at below market cost to them, and operations without regard for commercial viability or economics making it nearly impossible for other carriers with cost/profit considerations to offer similar services at low costs.**

### **POSSIBLE ACTIONS FOR PILOT ASSOCIATIONS**

- **Develop a Unified Message:** Explain why the ME3 are detrimental to airline workers and competition in the global marketplace. Use the facts and provide examples. We *can* compete on a level playing field. Together with our airlines and our governments, we need to create fair skies with a continued emphasis on safety, security, and training.
- **Foster Relationships With Company Management:** Take advantage of opportunities to work with your management and advance common goals. Think of it as 95/5. As pilots, we typically agree with management on 95 percent of the issues—so address the other 5 percent when it's appropriate, but don't let it get in the way of making progress on shared issues.
- **Advocate With Your Government:** Policymakers and regulators need information to do their jobs. It is much easier for them to act decisively on an issue when they know that it has broad, solid support—especially from labour and airline management. Ask your government for support to create a level playing field, then also help them when you can.

### **ISSUE: ATYPICAL EMPLOYMENT MODELS**

**Some airlines use atypical employment models to outsource pilot jobs in an effort to circumvent employment laws and undermine established pilot collective agreements by undercutting pilot wages and eroding working conditions. Meanwhile, the contract pilots are generally working at the will of the company—for low wages, with little or no protections. Ryanair, easyJet, and Norwegian Air International (NAI) are just three examples.**

## POSSIBLE ACTIONS FOR PILOT ASSOCIATIONS

- **Identify & Build Relationships with Government Policymakers, Regulators, and Influencers:** Determine who the decision makers and influencers are for the issue. Reach out to talk with them about the issue and get an understanding of the type of information they need to make a decision. Your credibility is your currency. Pilot opinions matter, so be truthful and stick to the facts.
- **Develop Coalitions:** Think outside the box to identify proponents and opponents of the issue—those who have a stake in what happens.
- **Look to Your Local Government First:** Many decisions are made early and at a low level, so make connections wherever possible to ensure that your input is heard. Talk with officials and their staff at all levels of government about the issue, why it's important, and the potential impact their decisions will have.
- **Speak With One Voice:** We are more effective when labour, management, and other stakeholders can partner together and speak with one voice. Develop a message that's simple to understand and support. Standing unified with others and providing critical information for policymakers to understand the issue will make it easier for them to support your cause.

## ISSUE: LACK OF AVIATION INDUSTRY POLICY

**When it comes to aviation, it's often unclear what your government's priorities are and even its valuation of the airline industry as far as employment or national infrastructure. This lack of aviation policy has led some governments to implement excessive taxes and use the industry as a source of revenue, while others have allowed foreign carriers to monopolize routes and decimate their own industry.**

## POSSIBLE ACTIONS FOR PILOT ASSOCIATIONS

- **Prioritize & Stay Focused:** With so many issues affecting our profession, one of our biggest challenges is to stay focused. Examine all of the issues, prioritize the top three to five that are the most important, and put the others aside for another time. Set goals, determine your strategy using various tools and tactics, and build a timeline to help keep you on track.
- **Advocate:** A lot can be accomplished with very little resources. Every size pilot group can—and should—be an advocate for their profession. Learn the language of the government, and dedicate members to represent your group. Also, assess what else you may need to accomplish your goals and build an infrastructure that will enable you to get your message out. This will also help get your members involved and prepare them for reaching out to policymakers and regulators on the specific priority issue.
- **Take a Broader Role to Persuade Government to Support Aviation:** A national aviation policy is good for everyone—people, businesses, and communities. Showing governments the link between aviation and a strong economy is vital. Urge aviation policymakers and regulators to implement provisions that protect the safety, security and integrity of our industry, defend against “flags of convenience” schemes like NAI, and ensure our jobs are not offshored to the cheapest, least regulated environment.