

Request for Mutual Assistance for ALPL Luxembourg Cargolux pilots

Dear Colleagues,

IFALPA has been informed that the unions representing CARGOLUX employees (including the pilot members of ALPL) have reached a point in the negotiations process where they find it necessary to call for a strike starting on 14 September 2023.

The CARGOLUX employee groups started negotiations on 15 July 2022. Unable to reach a meaningful agreement, the groups proceeded to a conciliation process under the Luxembourg's National Conciliation Office (ONC) on 24 March 2023 where some progress was made. The company's proposal was presented to the pilots which was rejected by a margin of 85% (with a 99% participation rate).

Following a last-ditch effort meeting with the airline's CEO on 30 August 2023 and the final meeting of the ONC on 31 August 2023 and considering the efforts made by the unions during the 27 negotiation meetings and

5 meetings at the ONC, and in accordance with the mandate given during the member consultation, the unions declared "non-conciliation" in this dispute on 8 September 2023. This declaration has been confirmed by the ONC on 11 September 2023.

The declaration of a "non-conciliation" by the unions is the legal prerequisite for engaging in a strike as per Luxembourg's labour law. The unions will call all CARGOLUX employees, including pilots, to go on strike effective 14 September 2023, 04.00 UTC, until further notice.

On behalf of the CARGOLUX pilots, ALPL is requesting the Mutual Assistance outlined below, as per the IFALPA Industrial Manual, starting on **14 September 2023 at 04.00 UTC**, and until further notice.

- **Request for Ban on Wet Leasing (2.4.1)**
- **Request for Assistance to Pilots Stranded Away from their Home Base (2.4.5)**
- **Request for Prohibition of Pilot Contracting (2.4.6)**
- **Request for Submissions and Representations (2.4.7)**

ALPL further requests Letters of Support for CARGOLUX pilots to be sent to the attention of Captain Michael Kaiser, President of ALPL's CARGOLUX Divisional Board michael.kaiser@alpl.lu and CC office@alpl.lu and sebastiancurras@ifalpa.org

ALPL 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 Assistance to Pilots Stranded Away from their Home Base**
All Member Associations should, so far as is practicable, assist members of other Associations stranded away from their home base. The requesting Member Association will be responsible for the reimbursement of any costs arising from such assistance.
- **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.