

## **IFALPA Conference Statement on Freedom to Select Representative of Choice**

The 72<sup>nd</sup> Conference of the International Federation of Air Line Pilots' Associations, the global voice of pilots, expresses its absolute commitment to the right of pilots to have full freedom to choose their collective bargaining representative.

The International Transport Workers' Federation (ITF) and OSM Aviation (OSM), a crew hiring company that sits between pilots and flight attendants and the airline Norwegian Air Shuttle and its subsidiaries, have entered into a Memorandum of Understanding (MOU). In the MOU, OSM recognizes the right of ITF-affiliated unions to organize aviation workers and agrees not to support or "passively accept" any organizing efforts by unions that are not affiliated with ITF. ITF and OSM also agree that OSM will be the party recognized as the employer by an ITF-affiliated union in a collective bargaining agreement.

Pilots, through their representatives, must have the freedom to seek recognition of the working relationship they believe is fair *and* justified with the airline for whom they fly, be that one that involves the legitimate use of an agency, or a direct one where the reality of their work indicates direct employment. The representatives should always be able to negotiate in practice with the airline for whom the pilots fly concerning the terms and conditions of employment for those pilots. IFALPA will, where desired, always support the efforts of its Member Associations to represent pilots and will oppose efforts to deprive pilots of their freedom of choice as to their representatives.

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