

## Request for Mutual Assistance for IsrALPA – CAL

Dear Colleagues,

We would like to make you aware of a developing situation facing some of our ISRALPA colleagues.

ISRALPA advises that the 43 pilots of “Challenge Airlines IL” former CAL Cargo Air Lines (CAL), an all-cargo operator based in Israel, have begun a strike as of 17 August 2022. The pilots have been in negotiations for more than 6 months since the expiration of their CLA at the end of 2021. The main dispute relates to outsourcing their work. The airline management has set up an “alter ego” cargo operation in Belgium, using non-unionized pilots and now has plans to set up another non-union operation using a Maltese AOC. Sadly, this story has many familiar overtones to what many of our MAs have been facing at an accelerating rate as we exit into a post-pandemic world.

Challenge group management has refused to bargain in good faith and has forcefully and in a one-sided move, transitioned an aircraft out of the Israeli operation into the Belgian operation while refusing to provide any significant details of their business plans in order to allow free and fair collective bargaining. This leaves the CAL pilots with little or possible zero work in the near future and perhaps beyond. CAL pilots also report that management refuses to engage with them in any meaningful way on any of their proposals.

This is indeed a classic David and Goliath story where a consortium led by the Challenge Group who owns CAL is attempting to intimidate and bully a small pilot group in a small country. We need to let them know the worlds’ pilots are watching and taking a keen interest in what is happening to their brother and sister pilots at CAL.

On behalf of the CAL pilots ISRALPA is requesting the Mutual Assistance outlined below as per the IFALPA Industrial Manual and further requests letters of support for their pilot group to be sent to the attention of Vice Chair Daniel Roberts [pilotroberts@gmail.com](mailto:pilotroberts@gmail.com)

Mutual Assistance requested **starting on 18 August 2022 and until further notice:**

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|--|-----------|
| 1. Ban on Wet Leasing                                      | IND2.4.1  |
| 2. Increased Capacity and/or Freeze                        | IND2.4.2  |
| 3. Recruitment Ban   | IND 2.4.3 |
| 4. Denial of Training Facilities                           | IND2.4.4  |
| 5. Assistance to Pilots Stranded Away from their Home Base | IND2.4.5  |

- 6. Prohibition of Pilot Contracting
- 7. IFALPA Submissions and Representation

IND2.4.6

IND2.4.7

An expanded explanation of the Mutual Assistance requested can be found in the appendix attached or can be found in the Industrial Manual, Chapter 2.

Thank you all for demonstrating your solidarity with our pilot family in Israel. IsrALPA will keep IFALPA and its Member Associations informed of any further developments.

In Unity,



**Captain Al Gaspari**

Executive Vice President

Professional & Government Affairs

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## IFALPA Industrial Manual, Appendix 1

- **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 Increased Capacity and/or Freeze**

When requested, Member Associations should encourage their Companies to provide increased capacity but not to undertake flights on behalf of, or in the name of the struck Company.

If requested, Member Associations should encourage their Companies to freeze capacity, by any appropriate and lawful means.

Associations should also consider requests for an increase and/or freeze in capacity carefully, particularly if they are members of an Alliance, as it may be that they are best served by an increase from carriers outside their Alliance but a freeze from carriers that are members of the same Alliance.

- **Request for Recruitment Ban**

Any Member Association involved in an industrial dispute with a particular Company may request other Associations, through IFALPA, to notify their pilot members not to apply for positions with, nor accept assignments to, that Company.

- **Request for Denial of Training Facilities**

Member Associations should take such steps as are reasonably practicable to dissuade their airline(s) from providing training or facilities to other airlines, which may be seeking to train pilots for strike-breaking purposes or for other purposes which may have the effect of undermining the effectiveness of industrial action.

- **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.

In this regard, Member Associations should seek to negotiate a contractual provision as follows:

“The Company will not, without the agreement of the Association, schedule, assign, or contract out pilots to assist other airlines who are engaged in an industrial dispute with their own pilots”.

- **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.