

Request for Mutual Assistance

AVPA-SA / SAAPA South African Airways Pilots

Dear Colleagues,

IFALPA has been informed by AVPA-SA that despite SAAPA's best efforts, South African Airways management is still unwilling to engage in meaningful negotiations.

During the CCMA hearing for conciliation, the Commissioner recognized that a deadlock was inevitable and after a full day of proceedings, a deadlock was declared and before issuing a certificate of non-resolution to both parties SAAPA had to agree on and sign the picketing rules. The certificate of non-resolution provides either party the ability to proceed with protected industrial action. SAAPA pilots experienced several difficulties during this process: such as slow responses and lack of engagement of management, legal delays, etc. To date, they only had two and a half days allocated for direct negotiations, which suggests there is no will to resolve matters fairly and collaboratively.

Pilots received pay cuts of up to 50%. It now seems entirely reasonable to receive appropriate recognition for those sacrifices. On 25 November, a strike ballot was carried and an overwhelming 92% of the membership is in favor of taking industrial action.

On behalf of SAAPA pilots, AVPA-SA requests the Mutual Assistance outlined below, as per the IFALPA Industrial Manual, **starting on 28 November 2024 and until further notice.**

- **Requests for IFALPA Submissions and Representation (Para. 2.5.7)**

AVPA-SA requests that the Letters of support for SAAPA pilots be sent to the attention of Captain Graham Botes, Chairman grahambotes@gmail.com and cc Carl Bollweg, IFALPA Director carlbollweg@gmail.com and sebastiancurras@ifalpa.org

AVPA-SA will keep IFALPA and its Member Associations informed of any further developments.

In Unity,



Captain Kevin Judkins
Executive Vice President
Professional & Government Affairs

Appendix 1, IFALPA Industrial Manual

- **Request for 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.