



ULUSLARARASI TEMSİL IFALPA BELGESİ

Belge: Conference Daily News – 15 April 2016

Tarih: 18.04.2016

Kaynak: IFALPA haberleri · talpa.org

Conference Daily News

15 - 18 April 2016 | new orleans, united-states

Friday 15 April, 2016 www.ifalpa.org

Stay Connected @ifalpa #2016IFALPAconf GPS Vision 2020: Commitment to lead

TODAY'S AGENDA

the aviation industry and opportunities 08.30-09.30 for collaboration. Registration Venue: Roosevelt Promenade IFALPA President Captain Martin

- 30-09.00 Chalk took the podium to explain the

Conference Officers' Briefing

theme of this year's GPS: Vision 2020 Venue: Producers Room

- Commitment to Lead. This theme focused on exploring ways to overcome 09.30-11.00 challenges that undermine the piloting Profession by setting goals for the future without forgetting to review the 11.00-11.30 past from time to time. Coffee Break Venue: Roosevelt Promenade Panel 1 – Discussion on the
- 30-13.00 Demand of Pilot (Global Pilot)

Plenary Session

Supply) Venue: Salons 2, 3, 4 & 5 Before the first panel began, Ms. Lori B. Garver (General Manager of the Air 13.00-14.30

Lunch

Line Pilots Association, Int'l (ALPA)), Capt. Boyd Kelly Venue: Crescent City Ballroom presented the current economic situation of the aviation industry. 14.30-17.00 Captain Boyd Kelly, IFALPA Regional The overall traffic growth happening Regional Meetings Vice-President US/Central Pacific, around the world has led to a drastic · Africa & Middle East welcomed a record attendance of 325 Venue: Chambers 1 & 3 increase of the economy which affects pilot leaders to the sixth edition of · Asia & Pacific the piloting profession. The drop in oil the Global Pilots' Symposium (GPS), Venue: Chambers 2 & 4 prices continues to play a big role, but a joint initiative between the Interna- · Caribbean & South America it is not the only factor. Pilot demand

ULUSLARARASI TEMSİL IFALPA BELGESİ

tional Federation of Air Line Pilots' Venue: Orpheum Room over the next 20 years is 533,000, an · Europe Associations (IFALPA) and the world's increase from last year's forecast of Venue: Waldorf Astoria Ballroom top three pilot alliances – the Associ- 498,000, which is a significant number · North America ations of Star Alliance Pilots (ASAP), that must be addressed in the industry. Venue: Blue Room Oneworld Cockpit Crew Coalition (OCCC) and SkyTeam Pilots Associ- 18.00-21.00 The first panel focused on the demands

ation (SPA). Hospitality Event Hosted by the German Air

of pilots. Discussions were centered by

Line Pilots' Association (VC)

whether or not there is a pilot shortage During GPS, participants engaged in Venue: Pool Deck & Courtyard in the different parts of the world. open discussions about the future of

1 | CONFERENCE DAILY NEWS

Moderated by Captain Paul Ryder (Resource Coordinator, Mr. Javits pointed out the importance for pilot members ALPA) the panelists, which consisted of Dr. Zhihang Chi (Viceto know how to address the issues when they occur during President & General Manager, North America Air negotiations. It is important to develop a strategy by stating China), Captain Fanie Coetzee (Executive Vice-President goals and expectations, establishing a time frame when Professional & Government Affairs, IFALPA), Captain decisions need to be made and devoting the necessary Souhaïel Dallel (EVP Africa & Middle-East, IFALPA), resources to help with the negotiations. Between negotiations, Captain Dirk Polloczek (European Cockpit Association, discussing and analyzing data as well as finding solutions President) and Captain Don Wykoff (Past President, are crucial, therefore active commitment is required when IFALPA), discussed the situation of pilot demand in their trying to resolve conflicts and sustaining a good relationship respective region and how the recruiting and selecting of with management. pilots affect supply and demand.

Particularly in Europe, more than 50% of young pilots are turning away from the piloting profession after completing their flight training. In fact, statistics show that young pilots between the age of 20 and 30 years old are atypically employed, in other words, they are contracted pilots who only get paid when they fly. It is concerning as this atypical form of employment causes negative consequences on the piloting profession as it leads to a potential loss of a generation of qualified pilots.

Panel 2 – Labor-Management Relationships: Now and in the Future The industry continues to change and some airlines and Daniel Webber, Executive Vice-President & Director of labor groups have made striking progress in building new Operations from Edelman Digital DC later took the stage to and positive working relationships. In the meantime, more talk about the use of social media and the new realities of this and more travel options for consumers are made available digital form of communication. He also shared some tools leading to a more competitive environment which creates on how to effectively use social media. There are many risks new challenges for labor-management relationships. The associated with it, but despite all of them, it is a great form second GPS panel focused on this topic. Moderated by Seth of communication for Member Associations. One of the new D. Rosen (Industrial Advisor, IFALPA), the panelists, Captain realities of social media is that despite its good use, infor- Tim Canoll (President, ALPA), Professor Jody Hoffer Gittell mation is distributed like wildfire and cannot be controlled. (Professor of Management, the Heller School for Social

ULUSLARARASI TEMSİL IFALPA BELGESİ

However, the key in addressing these issues that arise from Policy and Management at Brandeis University), Joshua M. the use of social media is preparedness. Javit (Mediator/Arbitrator, Dispute Resolution Services) and Doug McKeen (Senior Vice-President Labor Relations, United Airlines) discussed these issues and the many ways to build a sustainable relationship based on trust with the objective of enhancing performance and profitability, and as a result, benefiting all stakeholders including labor.

Captain Canoll pointed out that relationships with management are difficult and require long hours of communication. He reminded that when bargaining with management, it is important for pilot members to approach them in the way that they want to be treated. Studies presented by Prof. Gittell showed that labor relations affect financial outcomes for airlines and the workers. Statistics revealed that union representation is the factor that most contributes to aircraft productivity and operating margins, thus higher wages for labor. Panel 3 – Recurrent Training for Leadership in Pilot Association Conflicts are inevitable due to the many factors that hinder As the global aviation industry continues to change in the industry. 2 | Conference Daily News

an accelerating rate, the only way to manage it is through ends up having training issues). Captain Attarian stated that effective and strong leadership. During this segment of GPS, the key to a successful pilot assistance program is trust rooted moderated by Captain Tim Robinson (President & IFALPA in integrity. Captain Munro pointed out that it is essential Director, New Zealand Air Line Pilots' Association), the to have a well-structured pilot peer assistance program. The panelists discussed the skills required by pilot leaders to goal of the team is to minimize the negative consequences of help their association achieve their goals during negotiations an incident on the pilot. Education is another key factor in and what it is expected of them. The panelists consisted of establishing a solid pilot assistance program. Confidentiality Captain Evan Cullen (President, Irish Air Line Pilots' Associiis also crucial. Pilots need to feel confident that they can speak ation), Captain Andy Nelson (Member, ALPA Leadership freely without being judge. Without confidentiality, there is Committee), Captain Jack Netskar (International Director, no trust, and without trust, a pilot assistance program cannot Norwegian Airline Pilots Association), Captain Tim be successfully implemented within a Member Association. O'Malley (ALPA) and Captain Steven Verhagen (President, Dutch Airline Pilots Association).

Captain O'Malley mentioned that when negotiating contracts, as a leader, it is important to stay humble, to listen and be organized. These are the three pilot traits that are required for effective leadership during negotiations. Captain Nelson highlighted other traits of effective pilot leaders which include being inspiring, courageous, competent, intelligent, fair-minded, imaginative, straightforward, honest and a forward-thinking individual. The responsibilities of pilot leaders are to represent other pilots, conduct pilot group/association businesses, communicate effectively with members, recruit volunteers and serve members on a national level. However, the important takeaway for pilot leaders to remember especially during negotiations is "it is okay to disagree, but not okay to be disagreeable".

Panel 4 – Pilots Helping Pilots, The Success of Pilot Assistance Program Capt. Martin Chalk It is not only pilot leaders whose responsibility it is to help other pilots. In the fourth and last panel, subject matter To wrap up this year's GPS, Captain Francisco Gomez experts discussed the importance of for a Member Associ- Ortigoza (RVP CAR/WEST, IFALPA), Captain Anthony R. ation to have a pilot assistance program. Moderated by Dr. Chapman (Chairman, Oneworld Cockpit Crew Coalition) Quay Snyder (President & Chief Executive Officer, Aviation and Captain Alfredo Suarez (Executive Board Represen- Medicine Advisory Service), panelists Captain Howard tative, Association of Star Alliance Pilots) review the past, Attarian (Senior Vice-President Flight Operations, United present and future of GPS with Captain Chalk closing the Airlines), Captain Scott Hammond (Safety Chairman, program. SkyTeam Pilots Association), Captain Uwe Harter (Board Member

ULUSLARARASI TEMSİL IFALPA BELGESİ

Technical Affairs, Vereinigung Cockpit), Captain Murray Munro (Chairman, ALPA Canada Pilot Assistance) and Captain John Rosenberg (Chairman, ALPA Professional Standards Committee) presented an overview of what constitutes a successful peer assistance program dedicated to helping pilots around the globe. Many of these programs can be implemented with a small budget, and despite the size of the Association, it is highly recommended to have a peer assistance program.

The most typical issues that pilots are facing include depression/anxiety, divorce, child-related eldercare, training hiccups, cognitive impairment and compound situation For more information about the Global Pilots' (which is when a pilot who went through flawless training Symposium, visit www.globalpilotssymposium.com

3 | CoNfereNCe Daily News



ULUSLARARASI TEMSİL IFALPA BELGESİ



ULUSLARARASI TEMSİL IFALPA BELGESİ



**ULUSLARARASI TEMSİL
IFALPA BELGESİ**

