

STABLE APPROACH

AUTUMN 2015

THE VOICE OF NZ'S PROFESSIONAL PILOTS AND AIR TRAFFIC CONTROLLERS

Representing Pilots and Air Traffic Controllers since 1945

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ON OUR COVER:

New Plymouth Airport by our photo competition winner!

DIALOGUE CONTRIBUTIONS

Editor's note: Occasionally, we receive requests from members who wish to submit an opinion piece to be published in *Stable Approach*. Such contributions are welcome and should be between 600-800 words. Any text may be edited for content and length. Publication will be dependent on space availability.

STABLE APPROACH is published by the New Zealand Air Line Pilots' Association. Four editions are produced yearly – Summer, Autumn, Winter and Spring.

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President's Report

It has been a very busy start to 2015 for NZALPA. Most of the major collective groups within the association are either preparing for or have already begun negotiations with their employers. CEA negotiations are one of our core functions and will be a primary focus for this year.

We continue to improve our communications both with our membership and with outside agencies and media organisations. Our new website will be launched mid- year and we look forward to your feedback.

As a former Eagle Air pilot I was saddened by the news of the planned closure of this airline. Eagle has held a respected position as a career option for pilots who prefer to work in the regions and has provided an important service for regional New Zealand. It was disappointing that the pilots and NZALPA were first informed of the closure via the news media. Since then, however, the association has been expending a lot of resource advocating on behalf of the pilots using an interest-based approach.

In March NZALPA entered into an agreement with Air New Zealand to trial the High Performance Engagement (HPE) initiative for a period of up to two years upon which time our involvement will be subject to review by our Board of Management. HPE is an interest based problem solving approach and has been effective in other industries. NZALPA have been successful in negotiating robust CEAs in the past in part because we have good advocates and a supportive membership but also because we are forward thinking. We will continue to use whatever means are necessary to ensure that your current CEAs are complied with and that your representatives negotiate the best CEAs they can. Interest based problem solving (IBPS) simply gives us another tool to use in constructively resolving issues. Groups who have been using IBPS have stated that it takes a lot of time and energy and that both employer and employee representatives need to be well trained. What we are learning by being involved in IBPS with Air New Zealand should be of benefit to the rest of the association. I wish to reiterate, however, that if we can't solve our problems using IBPS we still have all the traditional tools at our disposal, including using legal means if necessary.

As always, there have been a number of high profile technical issues in the news. The issue of drones and the hazard they pose to aviation safety continues to be reported. Also, airport over-runs such as the one at La Guardia have highlighted the importance of adequate Runway End Safety Areas (RESA). NZALPA are continuing to lobby for the recommended minimum standard of a 240m RESA throughout New Zealand.

The tragic loss of the Germanwings flight in France has been dominating the press over the last month. It is of note that the



Opposition Leader Andrew Little with Vice President Mark Rammell and President Wayne Renwick visited NZALPA to hear the important issues facing the association, including RESA at NZ airports.

French authorities have released a lot of detail with regards to the cockpit voice recorder and flight data recorder even though a thorough investigation has not yet been concluded. There has been much speculation as to the actions of the first officer as well as his mental and psychological wellbeing. It is important that the appropriate authorities are allowed to conduct a full investigation before any conclusions are reached.

We have been striving to achieve a more strategic focus at NZALPA and to plan and deliver what the members need from their association. In February the Principal Officers met to take stock of what has been achieved in 2014 and what still needs to be worked on in 2015. For me, our main goal has to be one of continual improvement. We can always do better and cannot allow ourselves to become complacent.

As said earlier in this article we are entering a time of change in the way we relate and interact with our employers. That is why we have decided that the theme of this year's Conference will be "The Changing Face of Collectivism". Interest based problem solving and consensus decision making are, by and large, a departure from the way we have conducted business in the past. The membership need the opportunity to explore and debate this new way of interacting with our employers. I invite all members who are in Auckland at the time of the Conference in June to attend if they can. We plan to have some interesting guest speakers to stimulate debate and closer to the time of Conference we will be releasing a timetable. I look forward to seeing as many of you there as possible.

Wayne Renwick
President NZALPA



Vice President's Report

Lower Oil Prices - Great for our Employers? Not Necessarily.

One could be forgiven for thinking that lower oil prices mean better times for our employers. Not necessarily and this issue while topical needs some "exploration".

If the price of oil remains low, fares will eventually reduce to ensure market share remains. Fuel is a huge cost. However an airlines success, I believe, ultimately comes down to the people. The right decisions need to be made at the top, but it is an airlines staff that delivers the product. For our part the focus will always be safety, but today we must accept we have more to offer than that.

Back to oil.

Lower oil prices means better yield in the short term. We have seen this in the media with Virgin Australia, Qantas and very recently in the interim result for our major employer Air New Zealand.

Why has the price of oil dropped by more than 50%?

The global economy is supposedly improving, commerce is picking up, people are travelling and goods are being moved again. Oil is a finite commodity. It does not make sense.

Read the papers, search the web or watch Russian TV and CNBC, financial and political Sky Channel you will find the answer is pretty clear. Rising oil prices enabled previously too expensive methods of extracting oil to become economic. OPEC, who reportedly can produce a barrel of oil for as little as US\$1, have traditionally produced the vast majority of oil. There was a risk they could lose some dominance and market share which did not bode well for their future. OPEC increased supply on reduced demand resulting in falling prices to a level which began to make it uneconomic for competing oil producers, particularly when storage facilities in the US are overflowing as they are now. North Sea fields spend more than US\$80 producing a barrel of oil while fracking costs between US\$60 & \$100. Fracking, the sweetheart of US oil production when the price goes above US\$100, loses out very quickly when prices drop. Fracking requires multiple drill sites with a short lifespan. Traditional wells last more than 20 years absorbing the huge establishment costs. With the price of oil settling under US\$60 fracking investment is not attractive.

The last Global Financial crisis began with the collapse of banks as a result of easy and essentially unsecured lending. Pundits are now warning that entering another recession may not be that far away. Commodity prices are falling, particularly oil, iron ore, coal and liquified natural gas, as global supplies increase and demand from China falls. Commentators predict this may trigger a broader economic slowdown, surge in unemployment and reduction in consumer spending.

Wow, doom and gloom again one may say!

My message is falling oil prices are not necessarily good news for airlines. Our industry is very susceptible to all manner of global events, many of which we have witnessed over the last decade and a half.

The good news is - it is us, the people in our airlines, who have navigated these difficult times, and we would do it again.



Pilots and Air Traffic Controllers are respected professions. Doing our job right makes a big difference. Our customers are interested in what we do. We have an opportunity every day we go to work, to add to their experience. Don't underestimate the value of what even the little extra bits we can do delivers to making your airline the choice for customers. A good PA, a chat in the air bridge or when collecting your bag, saying hi or goodbye in the cabin, showing a youngster the flight deck or even just a smile is a valuable contribution to your airline. Not surprisingly it also adds to your day.

NZALPA will always be a union but it is also the organisation which aims to be the voice of our professions. If we want to be paid as professionals, we need to be professionals. We are a marketable product. We must sell ourselves as such.

PROSTAN - Professional Standards and "a Guide to Pilot Competence and Performance," is being introduced at NZALPA. Essentially this is about being a professional pilot. Again, there is more to this than simply flying the plane. It is about our professionalism and maintaining the respect of our customers and work mates. Doing the job right is a big part of that but so is how we present ourselves for work, being on time, how we behave, and are we well prepared?

This program has worked well in the US for more than two decades. It is great to now see NZALPA introduce it with the benefit of the learnings gained from our friends in the US. Our program will have a Kiwi flavour reflecting our culture and our way of doing things.

I guess my real message is let's do our job well, contribute on a daily basis in a professional and safe manner, and then no matter what happens we will have got our bit right. Pretty simple really.

Safe flying

Mark Rammell
Vice President NZALPA

As at mid-April 2015, some shale producers are starting to go bankrupt, cutting the number of American producers. Saudi Arabia is pumping 10 million barrels a day, near their record highs for production. Meanwhile, the number of American oil rigs has fallen by half since November 2014!

NEWS AND VIEWS



Captain Greg Fallow receives Scroll of Merit

Air New Zealand Captain Greg Fallow received the IFALPA Scroll of Merit after being nominated by the New Zealand Airline Pilots' Association.

He was recognized for representing IFALPA on the Flight Safety Foundation Ultra Long Range Steering Committee, whose goal was to define the operational issues and challenges associated with crew alertness and performance, and find methods to address these issues through several workshops.

Captain Fallow's hard work resulted in a revision to the ICAO Standards and Recommended Practices (SARPs) for Pre-scriptive Flight and Duty Times.

This work was subsequently followed by further development of the ICAO SARPs that made additional provision for regulation and guidance for Fatigue Risk Management Systems in which he represented the Federation.

NZALPA President Wayne Renwick says this is a significant achievement on the international aviation stage.

CAA decision for two people in cockpit at all times

The NZ Civil Aviation Authority now requires for two people to be in the cockpit at all times following the Germanwings tragedy in the French Alps. The CAA came out with its ruling saying it is now mandatory to have two crew persons on the flight deck at any one time and the ongoing updating of medical checks and reports back to the CAA.

The two person crew in flight deck at any given time applies to large jet aircraft operators in New Zealand on domestic and international flights.

The CAA takes a precautionary approach on such matters in the interests of safety and its stance is that flight crew need to be medically fit in order to fly.

Ten new air service deals announced by Government

New Zealand has secured 10 new air service deals allowing links with countries ranging from Bahrain in the Middle East to Curacao in the Caribbean.

New air services agreements signed with Bahrain, Colombia, Egypt, Greece, Oman, Serbia and the Seychelles would strengthen global links for Kiwi travellers and businesses, said Transport Minister Simon Bridges. New arrangements reached with the Czech Republic and Curacao have been approved for airlines to offer code-share services.

"The new arrangements mean that airlines from these countries will have the opportunity to offer services to New Zealand if they see commercial opportunities - unhindered by the regulatory barriers that characterise much of international aviation."

New Zealand airlines now had the opportunity to offer services in these markets, Bridges said.

Pilots Assistance Programme

The NZALPA Board recently approved the immediate introduction of the Pilots Assistance Programme, which uses Psychologist trained and supervised volunteers to provide members with advice and triage support for mental health issues.

Medical and Welfare Director Captain Herwin Bongers has been working on this programme for the past year and it was timely the release came as controversy surrounded the tragic circumstances of the Germanwings air crash in the French Alps.

The idea of the support means those with mental health issues can get referred to a Psych appointment once it's determined whether he or she requires treatment," Captain Bongers said.

"The programme shows we are committed to providing a safer and healthier pathway of assistance for our members who may be undergoing poor responses to stress or low moods.

"This programme recognises that assistance, referral, treatment and recovery is a far safer pathway than punitive punishment, which only serves to drive issues underground possibly leading to poor outcomes as the likes of the Germanwings crash." Captain Bongers said.

Support for General Aviation

A win for general aviation came in the way of a letter from Peter Stockwell, Chief Operating Officer – Ab initio Training (CTC Aviation NZ)

He wrote to Flight Instructors advising about some changes to the FI Bonus Scheme. As a result of concerns expressed by several, he reconsidered the changes and decided to rescind them effective immediately.

While it had been originally assessed that the details of the scheme

NEWS AND VIEWS (continued)

were never considered part of an IEA with CTC Aviation, Peter Stockwell acknowledged that the bonus scheme details should be considered as part of the terms and conditions contained in IEA's.

He stated in hindsight, that consultation and negotiation would have been a better process through which to discuss this matter with instructors. On that basis, and in good faith, he withdrew the notification to change the bonus scheme put forward on 25 February 2015

June Conference

This years' Conference is being held at the Sudima Hotel Auckland Airport on June 16th – 18th.

We have a great line-up planned including a Panel Debate. The Conference title is a question – “Are we entering an era of the “new collectivism?”

We have a great line-up planned including a Panel Debate which includes company representatives from NorthPower, Fonterra, EPMU an employment law expert and an overseas legal/aviation specialist. The moderator will be broadcaster Sean Plunket.

Details about the conference will come out shortly but you can also email Eliza Bradley at NZALPA on at office@nzalpa.org.nz for further information.

PO Retreat



The PO's hard at work during their retreat.

In February the Principal Officers held their annual PO Hui in Auckland, where the four key areas for the association were refined and are in line with the Strategic Plan approved by the Board in 2011. The overarching emphasis is on safety for our industry.

The four areas are:

1. We have provided Legal and Employment assistance in a timely manner. We communicate our successes.
2. We have planned and executed 'good' negotiations to provide enhanced terms and conditions for our Members.
3. We have actively engaged in Employer decision making (which affects our membership).
4. NZALPA is the 'Voice of New Zealand Aviation' representing Pilots and Air Traffic Controllers.

The implementation phase of these will be our next step to ensure we deliver to our members the important issues they raised in the 2013 survey.

Medical and Welfare Director's Report

For most of us turning up fit for work is a foregone conclusion.

Occasionally though we're thrown a curved ball with a health event which is either a near miss or causes a suspension and then disqualification of our medical certificate.

Suspension is initially for 14 days, extendable by your medical examiner to 28 days, within which time your ME can re-instate.

Disqualification is a term which conjures up feelings of finality, but is simply as described in the Rules.

When disqualified, only the NZCAA medical unit can re-instate. As a guideline, approximately 95% of those who have had their medical certificate disqualified are flying again within a year. But don't expect things to go to fast. The CAA website has good guidance around common conditions like kidney stones and coronary stenting under Medical Information Sheets (MIS):

http://www.caa.govt.nz/medical/Med_Info_Sheets/Med_info_sheets.htm

A lot of my time as MWD is involved with liaising and lobbying the CAA expressing NZALPA's position on medical matters as they affect our members. These are based on information received from our IFALPA affiliations, consultation with Dr David Powell and our member's needs.

A recent example was our opposition to the publishing of an MIS regarding obligations to report medical matters to the CAA. The MIS raised the very prescriptive nature by which the NZ Act stipulates our obligations to report, more so than other countries. The proposed MIS instructed that for even the smallest temporary malady the Law required you to report to CAA (albeit via an ME was considered sufficient).

NZALPA's view was that licence holders needed to have autonomy over self-analysis of low level health issues, otherwise there would be unintended consequences of health issues being driven underground.

The review of the MIS is now on hold until further development is completed.

Please note though, the take-away message here is that your ME is the best person to assess any medical concern you may have. Doing so, ticks your reporting obligation under the Law. I've seen more colleagues saved by early diagnosis of a serious matter than diagnosed for a career ending condition.

As always, if you have a question, please call the 0800 NZALPA line and ask for the Medical Welfare Director.

Professional Standards Programme

Work by the Professional Standards group is moving ahead. To review the progress to date, Conference 2014 gave the go ahead to introduce the programme after four years of development. Based off the successful ALPA International 20yr model in the US, it comprises of three primary components;

- A set of 7 Standards which define what the profession expects of its members.

- A Guide to competency and performance which lays out how to achieve the Standards.
- A conflict resolution process which provides a vehicle to handle situations

A handbook will be sent out to every pilot member with a full description of the Standards and the Guide. The training programme for the Professional Standards Volunteers (PSV) is being finalised and will be used for PSV training in late May. The plan is to have the programme go live mid-year.

Watch this space for details around a member launch kick-off.

Insurance Roadshow

The recent roadshow around the main centres to brief everyone about the changes and improvements to Group Life and Group Disability Insurances was a great success.

Representatives from the Trustees, the brokers and the new administration agency were in attendance to describe the reasons behind the changes, and the vast improvements to come. Things like online review and changes to your cover. Monthly premium payments at a small cost. New high value rider benefits you will be able to opt into like trauma cover.

If you weren't able to make the meetings, there is a link to the video from the NZALPA website.

Login to the NZALPA website under Member Benefits you will see Member Insurances, if you click on this link the insurance video taken from the insurance roadshows will download and play.

Don't worry if you can't remember your login password. Simply go to the login page and by selecting "forgot password" you can request your password using your NZALPA email address.

HIMS Programme for Managing Substance Use Disorders in Aviation

The work around raising the profile of HIMS and the network of assistance it provides is ongoing.

The subject continually gets highlighted when public awareness is captured by adverse use events, but the HIMS programme is about providing help before the issue goes live on the news sphere.

Drink drive rules have changed and the Ministry spotlight on the transport industry after the Carterton balloon crash is intensifying. If you have an interest in what this looks like, follow the link to the MOT discussion paper at:

<http://www.transport.govt.nz/ourwork/clear-heads>

The current understanding between all the parties (Airlines, Pilots, ME's and CAA) is that substance use disorder is a treatable medical condition. Like any other medical condition, when treated successfully, a continued flying career can be achieved. ALPA International have a very informative online video which describes how the HIMS model manages to guide pilots affected through to a better outcome. The QR code below links through to the video (Adobe flash player required).

To get hold of someone to talk about HIMS, contact 0800 NZALPA, or look up;

<http://www.hims.org.nz/>



NZALPA Merchandising

NZALPA Caps are here.

Available in two versions;

- A light weight washable sports cap with side vents and reflective piping.
- Also a cotton twill standard baseball cap with white trim.

Both versions are \$10 pick-up from the NZALPA Office or \$15 delivered.



NZALPA shirts are available from the website under "Members" "Member Benefits" "NZALPA apparel"



Technical Director's Report

The Trouble with Drones...

The last couple of years have seen an exponential increase in sale of drones or, as they are variously known, Remotely Piloted Aerial Systems (RPAS) or UAV's (Unmanned Aerial Vehicles).

Strictly speaking, the term drone refers to an autonomous vehicle, operating without operator input. The term RPAS is technically the correct name, one that is used by aviation authorities (with the exception of some states such as the US where they are known as UAV's). I shall use the term RPAS in this article.

RPAS currently in civilian use vary from small units sold in toy shops for a couple of hundred dollars to large machines, worth several thousand dollars. Military ones can range from the size of a bird to that of a Boeing 737.

The appeal of an RPAS is the on-the-whole they are relatively cheap, have some amazing operating capabilities and open up a whole new form of aviation to people that might never have had anything to do with aviation (other than perhaps flying as a passenger on a commercial aircraft).

From its nascence, aviation has been at the forefront of technological development. I see the emergence of RPAS as just another manifestation of that continuous technological innovation. Instead of fearing it, it is my belief that we should embrace it and integrate RPAS safely into the existing aviation system.

The current system is predicated on approvals and licences. Approvals of aircraft design, materials used in construction of aircraft, performance, operators, type of operations, maintenance schedules right through to the licencing of pilots, air traffic controllers and engineers.

The airspace we use is divided into certain classes, entry conditional on the specification of the aircraft and the qualifications held by the pilot(s) (type of operation also?).

In order to fit into the existing system, we believe RPAS will have to achieve similar approvals to current aviation system users. They should meet certain design criteria, a certain manufacturing specification; they should have (see and avoid) technology on board, as well as some form of identifying markings (or features i.e. SD card/chip and or data plate) to identify them.

Its operator (pilot) should be trained (and certificated?) to an approved standard, demonstrate a minimum level of competence (on an annual basis) and abide by the same Rules of the Air as all other aviation system users.

So far it all seems fairly simple, so what is the problem? Simply put, the aviation system has been caught napping.

The International Civil Aviation Conference (ICAO) who set agreed international standards and best practice down to the national aviation authorities, there are currently set very few rules to cover RPAS operations (and those that exist are scant on detail and inconsistent i.e. some are based on weight and others on whether they are for private/pleasure use or commercial operations globally). We hear daily of some new innovative scheme for drone use – from delivering Amazon book orders to pizzas. There simply are no current rules to cover this.

In New Zealand RPAS operations have so far been conducted

under Civil Aviation Rule or CAR 101 (model aircraft). This Rule was patently never designed with RPAS in mind and although the NZCAA is in the process of developing a new Rule (CAR 102), in reality, the publication of the new Rule is still some way off.

Other Aviation authorities are facing similar struggles; the US Federal Aviation Administration (FAA), Transport Canada and the European Unions European Aviation and Safety Agency (EASA) have no rules governing drone operations and are struggling with RPAS integration and rulemaking.

Then there is the vexed issue of security and privacy. There is no doubt that in the wrong hands RPAS have the real potential to do significant harm.

From the guy who hangs a Go-Pro camera under his drone and films aircraft at International airports (Heathrow, Istanbul), to paparazzi, to the unknown individuals that flew an RPAS over and through a nuclear power station in France to (perhaps) someone who attached an explosive device to a drone and does who-knows-what. These sorts of activities are very hard to prevent.

NZALPA has contributed to the NZ Rule making process through a submission as part of the Notice of Proposed Rulemaking (NPRM) process. Our fears, which appear to be shared by many other existing airspace system users, are that the NZCAA is proposing to allow RPAS operators a lot of latitude when compared with existing airspace users.

As mentioned before, it is important that RPAS fit into the existing system, not the existing users fit in with RPAS. This will entail a significant educational effort on the part of NZCAA, probably through various streams of media and combined no doubt with law enforcement authorities – not an insignificant oversight task.

Just as we have learnt the hard way with lasers, the NZ Police need to be aware of the regulations around the use of RPAS and enforce them. The Courts need to play their part too and hand out meaningful sentences to offenders.

As a first step, leaflets should be included in the packaging of a new RPAS, explaining to the owner/user their obligations under the Civil Aviation Act (flying an RPAS near an aerodrome anyone?). These leaflets should also be distributed at shops that sell RPAS.

Online purchases are more problematic in this regard. There needs to be a sizable and on-going public education campaign reminding RPAS operators (both recreational and commercial) of their obligations. This could be through advertisements in the press and TV commercials. Ignorance of the Rules should not be an excuse.

On the one hand, RPAS have some real potential in terms of new innovative applications as well as to replace conventionally piloted aircraft where the pilot and or crew are at significant risk.

On the other, they have the potential to cause serious harm to conventional aircraft and those who fly in them as well as people on the ground. It should be up to the RPAS operators to convince the rest of the aviation system that they can operate responsibly and integrate into the existing aviation system.



*RPAS WILL HAVE TO
ACHIEVE SIMILAR
APPROVALS TO CURRENT
AVIATION SYSTEM USERS.*



FUELLED BY MASSIVE GOVERNMENT SUBSIDIES, STATE OWNED EMIRATES, QATAR AND ETIHAD AIRWAYS ARE AIMING TO DOMINATE GLOBAL AVIATION BY EXPLOITING OPEN SKIES POLICIES.

Over the last decade alone, Qatar, Etihad, and Emirates collectively have received more than US\$42 billion in subsidies and other unfair benefits from the governments of Qatar and the United Arab Emirates. These subsidies are in violation of Open Skies policies and put thousands of airline jobs at risk.

Whilst our current Government is clearly behind liberalisation of our airspace with few restrictions, it is clear that many other states including the US and EU are starting to wake up to some of the pitfalls of completely unrestricted opens skies agreements and what these actually mean for their local industries, consumers and airlines.

Importantly, a global dominance by the three big Gulf Airlines of Emirates, Etihad and Qatar or '3ME' as they have become known, is not in the global industry's best interest and many states are slowly becoming aware of this. It is of note that the MALIAT Multi-lateral open skies agreement that New Zealand is already signed up to, does contain a section regarding 'Fair competition' and restrictions on 'Flags of Convenience'.

Safe, fast and affordable air travel is a common desire of any passenger. To achieve this, the legislator set the ground for the airlines to compete freely with each other. Nonetheless, while 'competition' has become the name of the game, "unfair" is the term that has started to creep in – to the detriment of the industry, its employees and the long-term future of the sector.

At this year's Conference and in light of the above NZALPA will be making representations to the Minister of Transport registering our concerns and pressing for an open dialogue on the issue together with other stakeholders.

Dangerous Goods Update – Lithium Batteries....

In recent years there have been a number of high profile aviation incidents and accidents involving the carriage of Lithium batteries due to their highly flammable nature and susceptibility to ignition.

This can occur when they are short circuited, exposed to heat, are mishandled or are otherwise defective.

Once a cell is induced into a 'thermal runaway', it in turn can generate sufficient heat to induce in adjacent cells also, a thermal runaway. This can produce temperatures in the region of around 600c.

Current fire suppression agents and aircraft cargo compartments have proven ineffective in controlling fires caused by the heating and subsequent ignition of these batteries.

In recent years at least two B747 freighters have been lost and their crew killed in circumstances where lithium batteries were being carried in substantial numbers (UPS, Dubai 2010 and Asiana over the Korea Straights, 2011).

In addition as I am sure you are aware, there are a very significant number of fires which result from the overheating of these batteries in cell phones, laptops and other digital devices on-board passenger aircraft. A few moments spent with 'Mr Google' will no doubt result in a plethora of related 'You-tube' links to some quite spectacular and unnerving viewing.

These batteries are produced in significant numbers. I have seen estimates of some 4.8 billion lithium-ion cells being manufactured in 2013 and production forecasts that point to some eight billion by 2025. There is and there will be - a very significant demand and hence profit, to be made in their carriage by air. Some 10% are in fact currently carried as air freight on both passenger and cargo aircraft.

Although shipments of Lithium-ion batteries on passenger aircraft are supposed to be limited by ICAO Dangerous Goods Regulations, unfortunately there are loopholes and depending on

just how the regulations and supporting material are interpreted, it still means that many thousands can be packed into pallets and loaded into the freight holds of just passenger aircraft alone.

NZALPA's current position is that we believe that current regulations do not properly address the risk posed by the carriage of lithium batteries as aircraft cargo. We therefore urge ICAO, States, and Industry Stakeholders to take action to safely transport lithium batteries and to protect commercial transport aircraft, crews and passengers from the risk of a fire caused by these batteries.

This includes the tightening up of regulations so that any such related loopholes are closed!

We are now through our membership of our global pilots association IFALPA, pressing the ICAO Dangerous Goods Panel, on which we have a full time pilot member - for a ban on the transportation of Lithium-ion batteries in both passenger and cargo aircraft. Such a ban is to be discussed initially for passenger aircraft - at the Panels next meeting.

A welcome development in recent weeks is that United Airlines, Delta and American Airlines as well as Qantas have all announced that they will no longer accept the bulk shipments of batteries on board their passenger aircraft. In Europe Air France is also refusing to carry such shipments. They do still however continue to accept shipments in which the batteries are packed inside devices such as laptops. The (untested) theory being that, if the batteries are contained within equipment, that they are less susceptible to shorting or impact damage.

In recent weeks the aircraft manufacturers themselves, Airbus Boeing and Bombardier have all come out in support of a ban on the bulk carriage of Lithium batteries.

Yet another welcome step in the right direction we hope.....

David Reynolds
Technical & Safety Officer





Industrial Report

Zero Hours Employment Agreements by Helen White

As members of a strong union on a comprehensive collective agreement the plight of the precariously employed may concern you more as a moral or political issue as one you consider impacts upon your life that is unless you have relations who are not so fortunate. If it doesn't affect them yet it is likely too. The reality is this group of workers is growing and they are not making ends meet. Long term the fact that someone is willing to do your job on these kinds of terms will also undermine your terms and conditions.

On discussing zero hours agreements a lawyer I respect asked me what all the fuss was about – he explained he had worked casually for McDonalds when at law school – so what's wrong with that? In the same week I heard a well-respected employment negotiator for employers tell an audience of employers that zero hours agreements are a modern form of slavery.

Zero hours contracts are contracts where an employee commits to an employer and is effectively on call but is only paid when required, 8 hours or 60. In the past we have had seagulls on the waterfront and casuals in our fast food chains but these workers were never committed beyond the day they worked. In places like Australia casuals are paid a 25% loading on a fixed rate, so there is an upside – that's not true here because we don't have awards.

Rather than one zero hours contracts, here every individual agreement looks different so there are likely to be a myriad of variations on a theme and they may grow out of good intentions – trainee pilots who “volunteer” to do sundry work at the airport in exchange for training hours for example. Such bargains can be exploitative or not, depending on whether the boss takes advantage and the level of vulnerability (or desperation) of the employee.

Zero hours agreements fit within a raft of developments that have been undermining security of employment in this country and have been ignored to our peril. Dependent “contracting”, where the person working pays for a job by buying a business where the principal has power and control over them is another that worries me, as do the contracts I see that migrant enter into when coming to work in New Zealand which make them dependent upon their NZ employer and which NZ Immigration approve.

ZERO HOURS CONTRACTS ARE CONTRACTS WHERE AN EMPLOYEE COMMITS TO AN EMPLOYER AND IS EFFECTIVELY ON CALL BUT IS ONLY PAID WHEN REQUIRED, 8 HOURS OR 60.

Both dependent contracting and zero hours happen to our most vulnerable citizens and many migrant workers who have the added insecurity this brings. They do not litigate because they are not often members of unions or wealthy enough to do so. Sometimes they are just too scared. Ironically union membership and representation assumes secure employment status.

There are strong doubts that zero hours agreements are lawful. There is some case law to suggest that a commitment to any employer may qualify any employee for payment of the minimum wage and statutory holidays etc. Remember the sleep over case, where those sleeping over as caregivers to the intellectually handicapped were held to be entitled?

There was also a case about the restrictive nature of being “on call” and rights to statutory holidays. The problem is that just like the issue of dependent contracting the law lags behind the practice because the people impacted are not going to litigate.

The Courts will only see the tip of an iceberg and atypical cases. You may well be more likely to see it impact on the kids down the road – the one who went to the state school and who will rent for the rest of their lives.

IFALPA Directors Report

IFALPA renames Industrial Committee to 'Professional & Government Affairs Committee'

Air transport has evolved dramatically in the last 20 years with the development of Low Cost Carriers (LCCs), Trans-national Airlines, the rising impact of the Gulf Airlines, and the dramatic reshaping of the industry through restructuring, mergers, joint-ventures, Alliances, and the disappearance of hundreds of venerable airlines.

Our industrial sphere has been impacted as well. In the face of fierce competition, airline managements are implementing severe cost-cutting strategies. As a consequence, pilots' employment contracts are under constant pressure. There is a growing trend to place pilots on individual contracts and circumvent collectively bargained agreements. However, pilots' unions are not shaken and remain resolved to meet these challenges.

It is the duty of IFALPA, "the Global Voice of Pilots", to reflect the quick evolution of today's aviation world, being on a local, national and global scale. As airline pilots, we are increasingly participating in an industry that is global in scope, and our professional careers are impacted by both global and local concerns. Success in the industrial arena requires a strategic approach and engaging numerous stakeholders (Government, Regulators, International Organizations and Companies) at the local, national, and international level to advance our interests. This can only be done if the IFALPA Industrial Committee broadens the scope of its policy guidance to include a robust Government Affairs strategy.

In order to properly reflect this mission, the Committee agreed to be renamed to the "Professional and Government Affairs Committee", and the decision was approved by IFALPA's Executive Board in December 2014.

Let 2015 be the year IFALPA takes off. The expanded role of the Professional and Government Affairs Committee is one step making that happen.

IFALPA Asia/Pacific (ASIA/PAC) Regional Meeting – Sri Lanka.

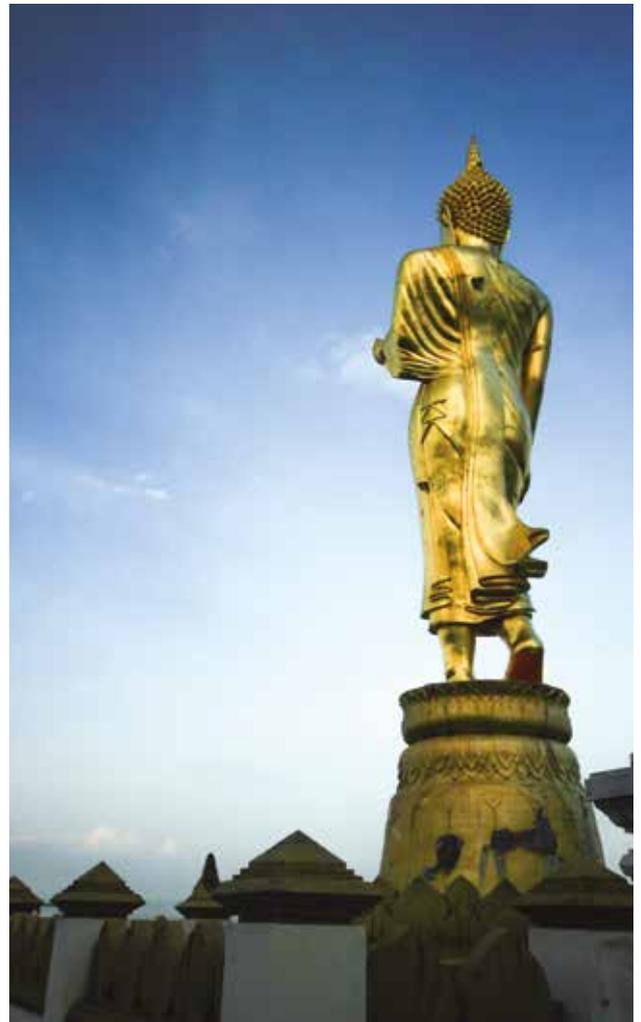
The IFALPA Asia/Pacific meeting Regional meeting was held in Colombo, Sri Lanka, from November 13th to 15th 2014, and turned out to be one of the most successful Asia/Pacific meetings despite a relatively small attendance. NZALPA is a member of the IFALPA Asia/Pacific Region.

Some observers from Sri Lankan Airlines attended the meeting and demonstrated the good relationship that the association has established with the airline. All the Member Associations (MAs) from Asia/West were represented. There were Delegates of India ALPA from Jet Airways who are now keen on participating in IFALPA's activities.

The meeting was divided into addressing the agenda and providing briefings on FTL/FRMS/SMS and Runway Safety Teams. It was clear from the discussions that there were several differences in the way situations were handled, and there may be requests for IFALPA to provide letters to authorities to assist the associations in being recognised as professionals.

Furthermore, the region has developed a Matrix that covers: Technical and Safety Committee, Accident Investigators, Runway Safety Team members, Effective Reporting Structure, Scientific FTL/FRMS, FOQA with a data protection M.O.U, CIRP, Human Intervention Motivational Studies (HIMS), just to name a few.

This Matrix has proven to be very beneficial in helping the MAs establish common goals, and it has been suggested that the other regions would also benefit from such a Matrix.





Todd Kendall

THE WORLD OF AN AIR TRAFFIC CONTROLLER

Todd Kendall sits next to a big computer screen which tracks the movements of aircraft in an expansive airspace.

“The Auckland Oceanic team are responsible for all international flights to and from New Zealand and domestic flights north of Auckland. We are also responsible for the management and coordination of flights descending into Samoa, Tonga, Rarotonga and Norfolk Island. Within New Zealand domestic airspace we communicate with pilots on the VHF frequency 123.9. In the Auckland Oceanic FIR we communicate primarily using datalink and messages relayed through Auckland Radio on HF radio”.

The Auckland Oceanic Flight Information Region (FIR) covers 26 million square kilometres of the Tasman and Pacific Oceans, extending from the South Pole to 5 degrees south of the equator. The Auckland Oceanic team are responsible for flights in this sector and work closely with Brisbane, Nadi, Oakland and Santiago air traffic control centres to ensure safe and uninterrupted flights.

Todd has been working in this field for nearly six years and went through a rigorous selection process and then on to Christchurch to commence his training before being stationed in Hamilton and then Auckland.

“I love the job and the variety it brings. In particular, I enjoy the problem solving aspect, the use of technology and the opportunity to work in a team environment with pilots and other controllers. It can be challenging at times, yet rewarding, particularly when you can determine outcomes quite quickly,” said Todd.

The initial and ongoing training provides controllers with the skills to make good decisions.

“When presented with a complex situation or busy traffic sequence you need to make sound decisions quickly using the tools available” says Todd.

“Teamwork plays an important part in the role and controllers will often work with adjacent sectors to find better solutions”.

There are approximately 30 controllers on the team and they operate in shifts as the sector is open 24/7.

“We have a lot of experience in our team and everyone is willing to

help each other. Sometimes other controllers have more experience in certain areas and we draw on this as required”.

Every day is different and there are always subtle changes that need to be considered. The aviation environment is constantly changing and new procedures need to be developed to manage such changes, like the introduction of the A380. Airways are now working with Google and NASA to support the launch of their balloons which will operate around the globe.

The weather plays a major part in an air traffic controller’s world. Cyclone Pam is a prime example as during this event a number of aircraft needed to be re-routed and diverted. These events significantly increase the workload for controllers and pilots, which once again demonstrates the cooperative environment in which we work.

Airways do what they can to help in times of need, and the day this interview took place there was a sausage sizzle planned to raise money for Cyclone hit Vanuatu.

“I LOVE THE JOB AND THE VARIETY IT BRINGS. IN PARTICULAR, I ENJOY THE PROBLEM SOLVING ASPECT, THE USE OF TECHNOLOGY AND THE OPPORTUNITY TO WORK IN A TEAM ENVIRONMENT WITH PILOTS AND OTHER CONTROLLERS.”

Principal Officers

Staff List



Wayne Renwick
President



Mark Rammell
Vice President



Virginia Mudie
General Manager



Chris Adams
Board Secretariat/Executive Assistant



John Mitchell
Secretary



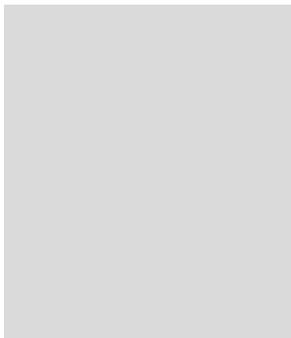
Rob Torenvlied
Technical Director



Bettina Latham
Finance Manager



Pamela Hutton
Membership, Finance & Administration



Dean Fotti
Industrial Director



Tim Robinson
IFALPA Director



Kathryn Lawn
Reception and Administration



Eliza Bradley
Event Coordination/Administration
& Reception



Herwin Bongers
Medical & Welfare Director



Jon Brooks
ATC Director



David Reynolds
Technical Officer



Lisa Williams
Communications & Marketing Adviser



Staff List



Richard McCabe
Legal Counsel



Clare Abaffy
Solicitor



Dawn Handforth
Legal Advocate



Adam Nicholson
Legal Advocate



Kyrie Gausden
Legal Secretary

Office Hours

The normal Office and switch board hours - **09 255 1500** - are from **0830 until 1700**

More often than not the office is occupied from 0800 until 1800, however you will need to direct dial the extension if you wish to contact a staff member outside normal hours as the phones are night-switched which will automatically direct calls to the answer service or if necessary transfer to the 0800 NZALPA Emergency Help Line number.

The office hours are 0830 to 1700 on Monday to Friday, and the pick up at the office observes Public Holidays although pilots work flexible hours the majority of the staff work a normal office week and therefore will not normally be available on weekends. Any weekend email will be actioned on the following Monday, unless urgent.

Email Addresses

mail.request@nzalpa.org.nz

- for any form of mailout to membership, includes ballots, surveys or text alerts
- forwards to Chris, Kathryn and Eliza

To ensure these are delivered to members in a timely manner please ensure that the office receive these no later than **1500** to ensure same day delivery.

Please note however if the mailout is a ballot or complex survey more time will be required to set this up. If unsure, call and ask ahead of your deadline.

travel.accom@nzalpa.org.nz

- for any travel and accommodation - forwards to Eliza, Kathryn and Chris

office@nzalpa.org.nz

- miscellaneous requests to do with Administration, or a membership issue you wish clarified, or would like a staff member to contact you and you are making contact out of office hours to leave a message.
- This is a specific mailbox – checked regularly by Kathryn and Eliza

board.secretariat@nzalpa.org.nz

- This email goes directly to Chris Adams, Board Secretariat. Please use this email for all Council Reports, Proxy forms and correspondence relating to BoM.

EMERGENCY or URGENT action required

0800 NZALPA – (0800 692 572) is the Emergency and Out of Office Hours contact number. Please use this if urgent assistance is required and your call will be dealt with 24/7. We are currently updating our procedures and will forward the finalised information to all BoM Members, Councils and Admin Heads. We will also produce a simple reference card for all members to carry with them at all times.



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