

Extract from the letter sent to the CMD on 02.11.2009

It has been repeatedly brought to your notice by numerous letters and meetings, the following, amongst other points, which have led to the present unwanted situation:

1. It appears that all managerial skills are being utilised to enforce a salary cut rather than revenue generation through a professional management.
2. Repeated non payment of our wages/dues since June 2009.
3. Non-implementation of all legitimate explanations/suggestions made by us on the subject matter of “salary cut”, which can be avoided by other means and measures as suggested.
4. Even though it has been 2 years since the merger, no parity has been brought about between the salaries of erstwhile IA pilots and AI pilots. Further discrimination is evident in regards to the salaries and emoluments of expatriate pilots. (for instance they are not only being paid twice but also being paid on time, while our wages have been unlawfully withheld).
5. Non - Implementation of 5th pay commission (January 2009 wage agreement) which isolates us (800 odd ICPA members) from all other Air India employees.

We hereby once again call upon you to immediately address our grievances by taking the following measures:

- a) Take firm steps to turn around/improve Air India and start a procedure for professional management.
- b) Pay all outstanding wages/flying allowances/emoluments etc. till date, and give a written assurance of no delay in payment thereof from now onward.
- c) Till such time as parity of pay scales and allowances are not defined, no discussions in future on salary cut should be held.
- d) Immediately take measures to equalize the pay structure of all pilots of Air India, thus bringing pay parity.
- e) Immediately implement the January 2009 wage agreement.

We firmly believe that all possible avenues of dialogues, meetings and correspondence with your office and the Central Labour Commissioner have been of little meaning. It is obvious from the managements’ conduct that all sincere efforts to develop a constructive and meaningful relationship with the management are futile in spite of our continuous co-operation.

As such, if the above mentioned issues, including issues which have been kept pending on matters of honouring our agreements, are not appropriately dealt with as set out above, by 10.11.2009, this grievance letter be considered as a 14 day notice of strike under section 22 of the Industrial Disputes Act, 1947, by which strike shall be effective from 1700 hrs of 24.11.2009.