

The International Federation of Air Line Pilots' Associations



IFALPA
The Global Voice of Pilots

Reference: SAM 2018

19REG081
09 November 2018

To: Executive Board
Executive Vice President SAM
Regional Vice Presidents SAM
Member Associations SAM

Ladies and Gentlemen

**REPORT OF THE IFALPA SAM REGIONAL MEETING 2018
PANAMA, 6-7 NOVEMBER 2018.**

Please find attached the report from the IFALPA SAM Regional Meeting held in Panama City, Panama, 6-7 November 2018.

We are most grateful to UNPAC for the generous hosting of this meeting.

Addendum 1 contains the action items resulting from the meeting.

Yours faithfully

A handwritten signature in black ink that reads "Carole Couchman".

Carole Couchman MBE
Senior Technical Officer

cc: All IFALPA Standing Committee Chairmen

**IFALPA SOUTH AMERICA (SAM) REGIONAL MEETING
PANAMA, 6-7 NOVEMBER 2018**

CHECKLIST OF ACTIONS

PARA.	SUBJECT	ASSIGNEE(S)
1	Any member who had not received an invitation to join the new Member Area called the Hub were asked to contact the Senior Technical Officer who would arrange for the invitations to be sent out.	MEMBER ASSOCIATIONS
4.2	Panama reported that they wanted to be part of the Runway Safety Teams but at present had not been able to participate, explaining that the country was in the middle of elections which could be a reason why their request had not been answered. The Senior Technical Officer undertook to inform ICAO of the problem to see if they could encourage Panama to include UNPAC.	SENIOR TECHNICAL OFFICER
4.3	Captain Bianco had been in touch with the pilots in Bolivia, but they are young and scared and would be difficult to organise them. It was suggested that they form a safety and technical group first to gain credibility and the RVP was asked to consider if a safety seminar held in Bolivia would help the situation.	RVP SAM SOUTH
5.2	It was agreed that the MAs in the Region would look for volunteers who had an interest in the many safety and technical topics covered at the ICAO meetings and then work with their RVP to be briefed on how the meetings worked, how ICAO worked and the various IFALPA policies and positions that were available via the website and the technical Committees.	SAM MEMBER ASSOCIATIONS
5.2	The Senior Technical Officer would send out a list of the type of meetings that need to be covered and the link to the ICAO SAM web page that had further information.	SENIOR TECHNICAL OFFICER
6.1	The updated version of the Annex 29 for the SAM Region would be sent to the ICAO Regional Offices with an explanation that the deficiencies reported were not defined in the same way as ICAO definitions.	SENIOR TECHNICAL OFFICER

6.2	Due to the situation in Colombia there was no update available for the airspace and airports. It was agreed a full report would be sent to the Senior Technical Officer by 31 December for the Introductory Paper for Conference to be compiled. If no report was received the current Critically Deficient Airports would not be addressed at Conference 2019.	ACDAC
6.2	The Senior Technical Officer is requested to update Annex 29 Part Three incorporating all the changes and prepare the Introductory Paper for the Critical Deficiency Status for the Airports and airspace in the two Regions.	SENIOR TECHNICAL OFFICER
6.2	The meeting was reminded to keep the information contained in the Annex updated and send any amendments to the Senior Technical Officer as necessary.	SAM MAS
7.	The Matrix is located in the Members Area under the SAM Region and Member Associations are requested to complete the Matrix as soon as practicable. The RVPs are requested to assist the MAs in their part of the Region to complete this. Updates can also be sent to the Senior Technical Officer who will update the Matrix.	SAM MAS SAM RVPS SENIOR TECHNICAL OFFICER
8.4	There was discussion as to whether the OEMs should be allowed to sponsor IFALPA events and participate in the Technical Committees. It was recognised that the sponsorship and participation were carried out by a different part of the OEMs than those who would make the business decision to operate an airline's aircraft. It was thought that severing the connection with the OEMs would not actually serve any purpose; however, it was suggested that further information should be sought as to the pilots who were fired and if Airbus had actually refused to operate the aircraft and depending on the results of that, letters should be sent as appropriate.	EXECUTIVE BOARD

10.1	The list of hot topics was reviewed, and it was agreed to take action on some of the items to try and move forward with them.	SAM MAS
11.1	The next SAM Regional Meeting will take place during the IFALPA Annual Conference in Berlin, Germany, 26-29 April 2019. The meeting was reminded the meeting that there was an Attendance subsidy available to Member Associations for their Chief Delegate only to attend Annual Conference which involved assistance with travel costs and hotac for five nights. If Member Associations wished to apply for this they needed to do so at the earliest opportunity.	MEMBER ASSOCIATIONS
11.2	There was an offer from Chile to host the Regional Meeting for 2019 in Santiago, Chile. The Meeting recommended that this invitation should be accepted by the Executive Board.	EXECUTIVE BOARD

Items in **bold** have been completed

**IFALPA SOUTH AMERICA (SAM) REGIONAL MEETING
PANAMA, 6-7 NOVEMBER 2018****REPORT OF THE MEETING**

ATTENDANCE LIST

Nicholas Bordes Toubron	Chile	nicholas.bordes@pilotoslan.cl
Jaime Hernández	Colombia	hernandezsierrajaime@yahoo.com
Luis Young	Panama	
Sergio Rodriguez	Panama	
Jaime Cohen	Panama	info@unpac-panama.com
Carolina Sánchez	Panama	
Andres Curbelo	Uruguay	

IFALPA

Ron Abel	President	ronabel@ifalpa.org
Osvaldo Neto	EVP SAM	osvaldoneto@ifalpa.org
Diana Martinez	RVP SAM/North	dmartinez@acdac.org
Daniel Bianco	RVP SAM/South	danielbianco70@hotmail.com
Carole Couchman	Senior Technical Officer	carolecouchman@ifalpa.org
Sebastian Curras	PGA Officer	sebastiancurras@ifalpa.org

OBSERVERS

Mabel Dominguez	CRM Instructor
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Apologies

Daniel Massini Jorge - Brazil	
Marcelo Ceriotti - Brazil	
Paraguay	
Peru	

**SAM Regional Meeting
0930**

6-7 November 2018

1. Welcome by the Chairman
2. Approval of 2017 CAR/SAM Regional Meeting Report 18REG070
3. Update from Annual Conference Regional Meeting CR 18REG095
4. Interim Reports of the CAR/SAM Executive Vice President and Regional Vice Presidents:

EVP SAM	19REG071
RVP SAM/North	19REG068
RVP SAM/South	19REG059
5. **Technical issues concerning IFALPA:**
GREPECAS 18 (19REG034), PA-RAST (19REG035)

Professional issues affecting IFALPA
6. Annex 29 19REG015
7. Capability Matrix
8. Updates from Member Associations (to include Industrial and Technical)

Argentina	19REG060
Brazil	19REG076
Chile	19REG069
Colombia	19REG070
Panama	19REG075
Paraguay	19REG072
Uruguay	19REG074
9. Presentations:
CRM – SWOT Analysis (2nd day in the afternoon)
10. Any other Business:

HOT TOPICS:

 Labour Conditions;
 CLAC - Free Registration and License Migration, Open Skies, Airlines Ownership and Control;
 FTL and FRMS;
 Problematic Substance Testing
 Balloons over Brazil
 TNA Global Inter Alliance;
 Airline Productivity Policies

11. Next meeting

The next SAM Regional meeting will be held during the Conference 2019 in Berlin, Germany, 26-29 April 2019

Coffee breaks and snack lunch will be provided for both days.

REPORT OF THE MEETING

1. The Chairman, Captain Osvaldo Neto, EVP SAM, opened the meeting welcoming all the delegates, particularly those attending for the first time and he extended a welcome to the IFALPA President, Captain Ron Abel. After the introductions the Senior Technical Officer/Regional Officer provided an overview of the new IFALPA website and the new Members Area now called the Hub. Everyone should have received an email inviting them to be part of the Hub, any who had not received an invitation were asked to contact the Senior Technical Officer who would arrange for the invitations to be sent out. **SAM MAS**
2. **Approval of the Report of the 2017 Meeting held in Veracruz, Mexico.** **18REG070**
 - 2.1 The Senior Technical Officer presented the report from the Regional Meeting held in Mexico in 2017 highlighting the action items affecting the SAM Region which had been completed. There were no comments and the report was approved by the meeting.
3. **Update from the Regional Meeting held at Annual Conference, Luxembourg, 2018** **CR 18REG95**
 - 3.1 The Senior Technical Officer presented the Chairman's report from the SAM Regional Meeting held during the IFALPA Annual Conference held in Luxembourg. The report covered the results of the elections that were held during that meeting. It was noted that the positions for election at the Conference in Berlin in 2019 would be EVP SAM, and RVP SAM/South. There were no further comments and the report was approved.
4. **Interim reports from the SAM Executive and Regional Vice Presidents**
 - 4.1 **EVP SAM** - Captain Neto, presented his report highlighting the meetings he had attended and gave an update on the current political situation within Brazil where there will be a new Government as from January 2019. In addition, the HUPER Committee had met in Brazil the week before this meeting and there had been a very successful FTL/FRMS course held in Sao Paulo. **19REG071**

He had been in contact with Peru who had hoped to be at the meeting, Chile had also been in contact with the new Board there and reported there had been some improvements between the Association and the Company.
 - 4.2 **RVP SAM/North** - Captain Diana Martinez presented her report explaining that due to the situation with in Colombia much of her work had been curtailed or postponed. However, she had continued to represent the Region at the Regional Aviation Safety Group and Safety Team for Pan America (RASG-PA, RAST-PA) and she explained the structure of these ICAO Groups and how they fitted in with GREPECAS which is the ICAO Planning and Implementation Regional Group for the Region. She highlighted the work that the RASG-PA is involved in and listed the areas where the Region was working to improve the level of safety; i.e. Loss of Control in Flight (LOC-I). Runway Excursions (RE); Controlled Flight into Terrain (CFIT); Mid-Air Collision (MAC). Panama reported that they wanted to be part of the Runway Safety Teams but at present had not been able to participate, explaining that the country was in the middle of elections which could be a reason why their request had not been answered. The Senior Technical Officer undertook to inform ICAO of the problem to see if they could encourage Panama to include UNPAC. **19REG068**

**SENIOR
TECHNICAL
OFFICER**

In addition, RVP SAM/North requested the MAs to encourage the reporting of issues as the RASG-PA relied upon this data to be able to analyse the issues and how to resolve them. It was noted that the lack of reporting was due in part to the lack of a positive safety culture in the Region and so the pilots were fearful of reporting due to the possible negative consequences. In addition, all were flying to capacity and reluctant to spend time at the end of the flights making endless reports. It was suggested that perhaps an App could be developed to help with this.

There was a significant discussion relating to the collection and use of Data. It was noted that there is an increase in “Big Data” which is automatically being transmitted from the aircraft and that it was now in the hands of commercial agencies. It was possible from this data to ascertain the actual aircraft and identify the crew if necessary. There were already serious discussions as to who the owner of the data was, if the airline then it was possible that the existing protocols would offer the necessary protections, but if it was agreed that the software suppliers, or the manufacturers owned the data then the protections may not exist. This subject is being discussed in the Accident Analysis and Prevention (AAP) Committee and also in the ICAO Legal Committee to identify if the instruments of law were adequate enough. It was acknowledged that the data IATA collected was always de-identified and subject to protection.

- 4.3 **RVP SAM/South** – Captain Daniel Bianco presented his report highlighting that the SAM/South Region is going through important political changes. Right-wing parties are gaining momentum in the Region and this is likely to result in more liberalization. Brazil has elected a new President, Argentina is suffering a serious social and economic crisis. In Chile, a new President has been elected and Uruguay remains stable. There are new Member Association Boards in Chile and Peru. Paraguay and Uruguay are still struggling to survive. SAT with just 25 members and ACIPLA with less than 30 active members. APLA has just started new Board election process. Several of the Associations are either starting or in the middle of negotiating their new CLA’s, with airlines already looking for subsidies, this round will be tough. Captain Bianco had been in touch with the pilots in Bolivia, but they are young and scared and would be difficult to organise them. It was suggested that they form a safety and technical group first to gain credibility and the RVP was asked to consider if a safety seminar held in Bolivia would help the situation. There is evidence of authorities and airlines taking a prescriptive and punitive stand. Captain Bianco gave an example a crew had returned to the departure airport with a technical problem and on arrival the crew were summoned to the court for the following morning to explain why. The explanation was accepted, and no further action was taken against them, but it should not have happened in the first place.
- Norwegian have commenced operations in Argentina and they are using European pilots to start the operation, the laws in Argentina have recently changed which now allows this. There is open hostility to Unions, any new pilots are not able to be unionised. The market has been opened up by the lowering of fares which is making it hard for the smaller airlines to survive. Argentina’s currency is at an all time low, the country is in recession and now there is evidence of Flags of Convenience being used. There has been a bi-lateral agreement signed with China which appeared to be signed in secret.

19REG059

**RVP SAM
SOUTH**

The pilots in Argentina had been creative in getting their message across to the general public by making broadcasts from the flight deck which although angered the Company and Authorities, no action was taken against the crews concerned.

5. Technical Issues Affecting the SAM Region

5.1 Report from GREPECAS 18 was covered under the RVP SAM/North report and it was explained that GREPECAS was the decision body for the Region and that both States and Industry, including IFALPA were represented here. The decisions taken at this specific meeting were to further the coordination between GREPECAS and the Regional Aviation Safety Group (RASG-PA). **19REG034**

5.2 Reports from PA RAST meetings. **19REG035**

The contents of the reports were covered in the various discussions during the meeting and it was recognised that the EVP/RVPs needed assistance to be able to cover all the meetings that were organised by ICAO Lima.

It was agreed that the MAs in the Region would look for volunteers who had an interest in the many topics covered the ICAO meetings and then work with their RVP to be briefed on how the meetings worked, how ICAO worked and the various IFALPA policies and positions that were available via the website and the technical Committees. **SAM MAS**

The Senior Technical Officer would send out a list of the type of meetings that need to be covered and the link to the ICAO SAM web page that had further information. **SENIOR TECHNICAL OFFICER**

5.3 Professional issues affecting IFALPA

The Professional Affairs issues were discussed in several areas of the agenda. There was however, an interesting discussion relating to the many issues faced by the LAN pilots in the Region. The issues faced by the pilots from Brazil, Chile, Paraguay, Peru, Argentina and Ecuador involve Flags of Convenience, some face bad working conditions and the Company will use the “cheapest” pilots to fly the routes. At present it appears to be a race to the bottom for working conditions and salary. It was noted that all the pilot groups were organised and now looking to form a coordinated group. It was suggested that this group should look at protocols between all the pilot groups so that each could be supported as necessary. All the CLAs were due at different times and this was thought to be an advantage as improvements could be sought at different times which could bring an overall improvement. There was likely to be another meeting of the pilot groups early next year and it was further suggested the group look for small improvements which would not necessarily cost LAN too much but would make a significant difference to the pilot group concerned. The process would be long and it would need to be a gradual improvement, therefore it was important manage expectations. IFALPA offered assistance as required acknowledging the expertise with this did reside in the Region.

6. ANNEX 29 PART 3

- 6.1 The Senior Technical Officer explained IFALPA Annex 29. There was an explanation on how the Deficiency system worked and what was contained in the IFALPA Annex and how to use the Annex. The meeting was reminded that the document should only be used as a tool to enable the identification of deficiencies in aerodromes and airspace and to bring the deficiencies to the attention of the appropriate authorities in order to facilitate dialogue and liaison to resolve them. It was not an operational document and should not be used as such as the information contained was not always up to date. **19REG015**

The updated version of the Annex for the SAM Region would be sent to the ICAO Regional Offices.

- 6.2 The Chairman and the Senior Technical Officer then addressed the deficiency sheets.

Colombia

Barranquilla/Ernesto Cortissoz – No update

Bogota/Eldorado – No update

Cali/Alfonso Bonilla Aragon – No update

Cartagena/Rafael Nuñez – No update

Cucuta/Camilo Daza No update

Pereira/Matecaña - No update

Rio Negro/Jose Maria Cordova - No update

San Andres/Sesquicentenario - No update

Santa Marta - No update

Colombia FIRs - - No update.

Due to the situation in Colombia there was no update available for the airspace and airports. It was agreed a full report would be sent to the Senior Technical Officer by 31 December for the Introductory Paper for Conference to be compiled. If no report was received the current Critically Deficient Airports would not be addressed at Conference 2019. **COLOMBIA**

Dominican Republic

Airports: - Remains Critically Deficient. Serves as a good reminder for crews operating there.

Ecuador

Quito/Mariscal Sucre - Remains Special Category. No changes

Peru

Pisco: - Remains Deficient. No changes.

Venezuela –

Maiquetia/Simon Bolivar – Remains Deficient, No changes

Maracaibo/La Chinita – Remains Critically Deficient. No changes:

Argentina

General - Remains Deficient, no changes

Buenos Aires/Aeroparque J. Newbery – Remains Deficient, Several changes to the individual deficiencies.

Buenos Aires/Ezeiza Ministro Pistarini - Remains Deficient. Several changes to the existing deficiencies.

Cordoba/Ing. Aer. A.L.V. Taravella - Remains Deficient. Several changes to existing deficiencies.

Mendoza/El Plumerillo - Remains Deficient. Several changes to existing deficiencies.

Resistencia - Remains Deficient. Several changes to existing deficiencies.

Bariloche/San Carlos de Bariloche - Remains Deficient. Editorial changes to existing deficiencies.

Ezeiza FIR - Remains Deficient no changes

Mendoza FIR - Remains Deficient no changes

Comodoro Rivadavia FIR - Remains Deficient no changes

Ushuaia/ Malvinas Argentinas - Remains Deficient, editorial changes

Aeropuerto Corrientes (SARC) – Remains Deficient, editorial changes

Aeropuerto Internacional Comodoro Rivadavia (SAVC) – Remains Deficient, No changes

Aeropuerto Internacional Neuquen (SAZN) – Remains Deficient, Editorial changes.

Aeropuerto Internacional de Rosario (SAAR) – Remains Deficient, Editorial changes.

Aeropuerto Internacional de Salta (SASA) – Remains Deficient, No changes.

Aeropuerto de San Juan (SANU) – Remains Deficient, No changes

Aeropuerto de la Rioja (SANL) – Remains Deficient, No changes.

Aeropuerto de Parana (SAAP) – Remains Deficient, No changes

Aeropuerto de Santa Rosa (SAZR) – Remains Deficient, No changes

Aeropuerto de Santa Fe (SAAV) – Remains Deficient, No changes

Aeropuerto de Viedma (SAVV) – Remains Deficient, No changes

Aeropuerto de San Luis (SAOU) – Remains Deficient, No changes

Aeropuerto de Esquel (SAVE) – Remains Deficient, No changes

Aeropuerto de Rio Gallegos (SAWG) – Remains Deficient, several editorial changes

Aeropuerto Santiago del Estero (SANE) – Remains Deficient, No changes.

Brazil

Belem/Val de Cans Remains Deficient. No changes

Brasilia/Juscelino Kubitschek Remains Deficient. No changes

Campinas/Viracopos Kubitschek Remains Deficient. No changes

Curitiba/Afonso Pena Remains Deficient. No changes.

Florianopolis/Hercilio Luz Remains Deficient. No changes

Fortaleza/Pinto Martins Remains Deficient. No changes

Foz Do Iguacu/Cataratas Remains Deficient. No changes

Manaus/Eduardo Gomes Remains Deficient. No changes

Porto Alegre/Salgado Filho Remains Deficient. Add AGA (5) Taxiway reported by pilots to be very rough and uneven, with bad patches.

Recife/Gilberto Freyre. Remains Deficient. Add AGA (5), Taxiway M reported by pilots to be very rough and uneven, with bad patches on the waiting location of the runway 18. Add Remarks: Lack of sockets for portable air conditioning coupling for ATR aircraft.

Rio de Janeiro Remains Deficient. No changes

Salvador/ Deputado Luis Eduardo Magalhães: Remains Deficient. No changes

São Gonçalo do Amarante/Gov. Aluizio Alves: Remains Deficient. No changes

São Paulo/Guarulhos Remains Deficient. No changes

All Brazil FIRs Remains Deficient. No changes.

Brazilian Airspace: Remains Critically Deficient. Add link to website where pilots can report balloon sighting.

Paraguay

Asuncion – Delete entry.

Uruguay

Montevideo Cesareo Berisio – Remains Deficient – Correct Name and add to AGA (1) ILS for 19 and 24. Amend MET (3) to read RVR Operative for 24 and 19 only. Delete Clearances given during taxiing and No limit for authorization provided in ATM (1). Amend Note to read; Note: During high season Dec-Mar, when requesting start-up clearance, be aware of 10 min. separation requested by BAIREs Ctrl. (at SARGO pos.) between traffic departing Montevideo FIR. Some APRON areas are not in view of the control tower. Because of this, TWR is not responsible for aircraft movements in APRON.

Punta del Este/Capitan C/C Curbelo - Remains Deficient. Correct the name. Delete ATM (1). Amend ATM (3) to read No use of SIDs. Amend Note to read: Note: During high season Dec-Mar, when requesting start-up clearance, be aware of 10 min. separation requested by BAIREs Ctrl. (at SARGO pos.) between traffic departing Montevideo FIR.

Angel Adami (Mellila) – Remains Deficient. Correct the name, delete ATM (1). NAVAIDS (1) to read No ILS, No VOR. GPS approach only. Amend Note to read: Due to lack of personnel, airport operates until 1900LT, after that time airport is classified as Class G airspace. Be aware: daytime operation only

Santa Bernardina Int'l – Remains Deficient. Correct the name. Amend the Note to read: Use of English poor, if no military activity then the airport is closed, do not plan as alternate. No PAPI. Immigration and Customs service on demand only.

Uruguay General – Remains Deficient. Amend no1 to read - Most *traditional* NAVAIDS are out of service (SURV, SUCA, SUAA, SUDU)

The Senior Technical Officer is requested to update Annex 29 Part Three incorporating all the changes and prepare the Introductory Paper for the Critical Deficiency Status for the Airports and airspace in the two Regions.

**SENIOR
TECHNICAL
OFFICER**

The meeting was reminded to keep the information contained in the Annex updated and send any amendments to the Senior Technical Officer as necessary.

SAM MAS

7. **Capability Matrix**

The EVP SAM presented the Matrix which is located in the Members Area and the Hub under the SAM Region. The RVPs are requested to assist the MAs in their part of the Region to complete this. The headings are: Technical and Safety Committee; Emergency Response plan; Aircraft Accident Investigators (how many, if recognised by Authorities); Local Runway Safety Team / Airport Liaison Representative; Effective Reporting Structure / Just culture and non-punitive; Scientific FTL /FRMS; FOQA with data protection MOU; CIRP; Human Intervention Motivational Studies; Drug and Alcohol Programme/BAC levels and Open Skies. The Matrix was amended by those present and any further updates can also be sent to the Senior Technical Officer who will update the Matrix.

SAM MAS
SAM RVPs
SNR TECH
OFFICER

8. **UPDATE FROM MEMBER ASSOCIATIONS**

8.1 **UPDATE FROM ARGENTINA**

The report from Argentina was presented by RVP SAM/South during his report under Agenda item 4.

19REG060

8.2 **UPDATE FROM BRAZIL**

EVP SAM presented the report from Brazil and added to what he had reported in Agenda item 4 noting that the new right wing President would take office in January 2019. He also noted that to have a pilot in ANAC should help with various projects SNA were involved with.

19REG076

8.3 **UPDATE FROM CHILE**

The report from Chile was presented and Nicholas Bordes gave a fairly positive view of how Chile was remaining very steady. He reported that although the air transport sector makes a major contribution to the Chilean economy by supporting hundreds of thousands of jobs and generating billions of U.S. dollars worth of value-added contributions to GDP each year, it still has significant potential for these contributions to increase. Scheduled air transport demand has been growing at exponential rates and this trend is likely to continue as air travel becomes more accessible to regional populations due to income level increases and fare price reductions. There are also business opportunities and solutions related to airfreight and logistics, within Chile and the region, as well as globally.

19REG069

Despite all this LAN Chile operates more like a low-cost carrier but will not declare themselves a LCC. The pilots are expected to produce the same productivity as LCC pilots, so the conditions are not always favourable. As Chile is seeing substantial passenger growth there is a high demand for pilots. Because of its open skies policies, it invites pilots from other countries to join, especially from Argentina, Uruguay, and other Latin American countries, however, there's now a hiring spree in those countries as well. Training is at its maximum capacity at the moment, with crews being trained in Santiago, Lima, Sao Paulo and Miami.

8.4 UPDATE FROM COLOMBIA**19REG070**

There was a presentation from Colombia who gave a detailed update to their situation. There was an explanation of the Avianca holdings which included Colombia, Brazil, Peru, Honduras, Salvador, Costa Rica and Nicaragua. The pilots are unionised in Colombia, Brazil and Peru only. There was a history of how the industrial action had developed which explained how Avianca had entered Chapter 11 in 2005 and to help them Acdac had given away 18 clauses of the CLA followed by 18 clauses during the next eight years. In the last four years individual contracts had emerged, open discrimination between the unionised and non-unionised pilots in salary and professional promotions. There had been a lack of guarantees during arbitration and the company were still violating the CLA as well as regulations and laws. The pilots suffered serious safety issues in fatigue, there were maintenance issues and punitive productivity policies produced. Avianca considered the strike illegal and suggested that the pilots were “essential public transportation”. The ILO (OIT) ruled that commercial transport was not essential public transportation. The strike has resulted in 234 disciplinary procedures to the pilots who took part and 82 pilots were dismissed.

Avianca continues with anti-union policies of discrimination and the legal process involving criminal, labour and civil continues. Even during the meeting, the RVP SAM North had to return to Colombia at very short notice to face Legal enquiries.

Acdac thanked the pilots of the Region and around the world and IFALPA for their continued support which meant a great deal to the association. They explained that they continue to fight, they had travelled to Geneva to make a presentation to the ILO who supported them, they have also been to the Human Rights Commission in Washington DC and the US Senate all of whom were supportive.

It was noted that Boeing had provided pilots to operate Avianca aircraft, it was also noted that apparently four of those pilots had refused to operate and had been fired. It was suggested that Airbus had been approached to operate some of the Avianca aircraft but had refused. There was discussion as to whether the OEMs should be allowed to sponsor IFALPA events and participate in the Technical Committees. It was recognised that the sponsorship and participation were carried out by a different part of the OEMs than those who would make the business decision to operate an airline’s aircraft. It was thought that severing the connection with the OEMs would not actually serve any purpose; however, it was suggested that further information should be sought as to the pilots who were fired and if Airbus had actually refused to operate the aircraft and depending on the results of that, letters should be sent as appropriate.

**EXECUTIVE
BOARD****8.5 UPDATE FROM PANAMA****19REG076**

Panama presented their report highlighting they too were in the middle of elections with their Presidential elections taking place next year. UNPAC represents all pilots throughout the country and have been responsible for improving the working conditions, negotiating fairer collective agreements and preventing policies that could harm the interests of the pilots.

Their main concern at present is the right to strike for the Air Industry which is protected by their constitution.

They have been able to meet with the ILO and put this concern to them. They have launched an UNPAC Digital Bulletin which will be distributed every three months and will contain articles concerning, labour, safety, training and participation in various meetings. They are also concerned with several dismissals after safety incidents, the Positive Safety Culture does not appear to exist in COPA. They have contacted other associations to gain more information as to how to tackle this. They do however, seem to have a good position for hiring of foreign pilots, the offers are made to Panamanians first before foreign pilots are allowed to be approached for hiring.

8.6 UPDATE FROM PARAGUAY**19REG072**

RVP SAM/South presented the report from Paraguay who explained the many hardships they were currently facing, they only have 25 members, so they are struggling at present.

8.7. UPDATE FROM URUGUAY**19REG074**

The report from Uruguay was presented and it was a more positive report than in previous years. They have pilots from two small airlines, they do have some financial problems and have had to give up their offices but they meet in their homes to keep contact. They do have some progress with the negotiations and a better relationship with the Companies.

9. Presentations

There was a presentation from CRM on SWOT Analysis which provided some practical exercises for everyone to participate in.

10. HOT TOPICS**10.1 The list of hot topics was reviewed and it was agreed to take action on some of the items to try and move forward with them: SAM MAS**

Labour Conditions; it was agreed that all the MAs in the Region need to continue to work on improving their Labour conditions and where possible work together and help each other.

CLAC - Free Registration and License Migration, Open Skies, Airlines Ownership and Control; it was agreed that RVP SAM/South would provide the information of the meetings so that more participation could be achieved.

FTL and FRMS; it was agreed that individual MAs need to continue to work on their schemes and seek advice where necessary.

Problematic Substance Testing; MAs were asked to forward any issues with this testing.

Balloons over Brazil; it was agreed that Brazilian Airspace would remain Critically Deficient and the issue would be raised via a working paper at the relevant ICAO meeting.

TNA Global Inter Alliance; it was agreed that the Region should produce a paper for the next PGA meeting highlighting the issues faced by the Region.

Airline Productivity Policies; it was agreed that any airline economic incentives which compromise safety should be forwarded.

11. DATE AND VENUE OF THE REGIONAL MEETINGS 2019

- 11.1 The next SAM Regional Meeting will take place during the IFALPA Annual Conference in Berlin, Germany 26-29 April 2019. The meeting was reminded the meeting that there was an Attendance subsidy available to Member Associations for their Chief Delegate only to attend Annual Conference which involved travel costs and hotac for five nights. If Member Associations wished to apply for this they needed to do so at the earliest opportunity. **MEMBER ASSOCIATIONS**
- 11.2 There was an offer from ASPCH Chile to host the Regional Meeting for 2019 in Santiago, Chile. The Meeting recommended that this invitation should be accepted by the Executive Board. **EXECUTIVE BOARD**

12 CONCLUSION

- 12.1 The Chairman thanked everyone for their participation during the meeting and for making the meeting such a success. He was encouraged that despite the crisis that the Region continued to face that these meetings provided the opportunity to look for ways to resolve the various situations. He stressed the need for everyone to remain in contact and work together to support each other. The President also thanked everyone for their participation not just in the meeting but for all the work they did as volunteers in their Associations and the Region. UNPAC was thanked for their generous hosting especially the dinner and the gifts and for assisting in making the arrangements for the meeting. The Senior Technical Officer was also thanked for her continued work in the preparation of the meeting and her continued support in the Region.