



Newsletter FÍA



**Seniority list for Coast
Guard Pilots ensured**

**ECA criticizes the
Icelandic authorities**

RFSS 2023

Nordisk Pilot Symposium

**New General
Manager at FÍA**

TABLE OF CONTENTS

3.
FÍA President

4.
Lára Sif to leave as
General Manager

5.
New General Manager of FÍA

6.
ECA criticizes the
Icelandic authorities

9.
LHG pilot seniority
lists secured

10.
Nordic Pilot Symposium

9.
RFSS 2023

15.
New holiday cottage

JÓN ÞÓR ÞORVALDSSON, FÍA PRESIDENT

AVIATION GOING UP



Dear friends,

Some time has passed since the publication of the last newsletter. It is therefore a good time to review the summer that is now passing, to go over the projects we have been working on, but also to look ahead to the winter and what is on the agenda in the coming weeks.

It has been a pleasure to observe pilots returning to work after a long break from flying. During the spring months, all pilots, who lost their jobs due to the epidemic, had regained their jobs. New pilots have been joining our group, which is a cause for celebration. As these words are being written, Air Atlanta, Flugfélag Íslands, Norlandair, LHG and Icelandair are all in the process of hiring pilots. At Icelandair, no pilot was laid off for the winter, as had been the custom for decades, which is a source of great pleasure.

On the other hand, certain disruptions seem to be in the works for the smaller domestic airlines. We hope that there will not be many redundancies in that area. The job prospects for pilots in Iceland and indeed in the whole world are now at their best, and the predicted shortage of pilots is beginning to show itself in many places.

Pilot education in peril

In that context, it is surprising to observe the government's weakness when it comes to the education of pilots, which has always been at the bottom of the educational system. We've been faced with the grave situation for several months now, that commercial pilot training has not been guaranteed in Iceland. However, we have recently heard news that suggests that Flugskóli Reykjavíkur will fill the gap left by Keilir. We welcome that and wish Flugskóli Reykjavíkur well in that project. It is hardly bears to mention the importance of aviation and airline operations for Iceland and the Icelandic economy.

Bountiful summer

The summer was a bountiful one for our companies, which have been delivering positive operating results. However, not everything has gone smoothly, as expected in a boom. The infrastructure has been under strain, as all airline staff have experienced, and not least us pilots. I am always filled with pride to belong to this group of professionals who always seem to be able to find ways and solutions to react quickly and confidently to new and challenging situations. Sometimes extraordinarily so.

Bluebird Nordic is the exception

FÍA's communication with air operators and our counterparties is always good, and the parties on both sides of the table make an effort to find solutions and conclude matters peacefully. The exception to that rule is the airline BlueBird Nordic, which circumvents laws and regulations.

What is even more serious is that the company has done this with the full knowledge of both the government and ministries, that don't seem to care about law and justice. FÍA has therefore sent a formal complaint to the Althingi Ombudsman, due to the indifference of the Directorate of Labour and the Ministry of Social Affairs and Labour.

Nordisk Pilot Symposium og ECA legal

At the beginning of September, the cooperation between the pilots' unions in the Nordic countries was revived, which had been dormant for a while, i.a. because of the epidemic. FÍA welcomed our friends from Denmark, Norway, Sweden, Finland, and Latvia to Iceland. In that context, issues that are common to us here in the Arctic are discussed, like security issues, social dumping and international cooperation, such as within ECA and IFALPA.

FÍA also hosted the ECA legal conference that took place on September 26.-27th. There were very interesting presentations that are detailed here in the newsletter.

Meetings ahead

I wish to remind you of the FÍA member meeting that will be held on October 4th at 20:00 in Hlíðasmári. I hope to see as many of you as possible at the meeting, which is a great venue for sharing information, exchanging opinions, and to learn about the varied activities of our union.

The annual Reykjavík Flight Safety Conference, organized by the FÍA Safety Committee, will be held on October 12. FÍA encourages all members who are able to attend to come to the conference.

Kópavogur, October 2023

Changes at the FÍA office

Dear FÍA members

After a wonderful time working as the managing director of the Icelandic Airline Pilot's Association, I have decided to change direction. I am expecting my second child and will be going on maternity leave in December, and will not be returning to work after the leave.

The hiring process for the new general anager has now been concluded. We were lucky to have a large number of excellent applicants for the position. I am pleased to announce that my position will be filled by Hermann Sigurðsson - I welcome him to the office, and feel assured that it will be good for FÍA to get fresh, new talent into the office!

Additionally, we have also been in the process of hiring a new lawyer in-house, in addition to Sonja.

We foresee an increase in membership, and we aim to provide excellent service directly to our members as well as to advocating for the profession as a whole in a broader context. We want to look after the professional interests of pilots as a whole and stand up for the profession vis-à-vis the legislative and executive authorities.

I am very grateful to have had the opportunity to work for FÍA and to have had the good fortune to work closely with my former colleagues, and thus still be connected to the world of aviation after retiring as a pilot.

I have also had the opportunity to meet new people and it has been a real pleasure to work with my colleagues here at the FÍA office and I would like to thank them very much for their cooperation.



Lára Sif Christiansen, FÍA's general manager

The projects I have been involved in have been challenging but also fun and rewarding and have given me valuable experience for the future. I look forward to seeing this powerful union grow and prosper in the coming years and grow even stronger.

Let me remind you that we always have coffee on the stove for you here in Hlíðasmári, in fact, one of the most rewarding things about the job is how FÍA's members are always happy to stop by for a coffee and a chat!

Kind regards, Lára Sif

FÍA MEMBER MEETING
4. Oct at 20:00
Hlíðasmári 8

A FÍA member meeting will be held at our offices in Hlíðasmári 8, Wednesday Oct. 4th at 20:00

We encourage all members to attend!

CHANGES AT THE FIA OFFICE: HERMANN WILL BE THE NEW GM

Hermann will be FIA's new general manager

Hermann Sigurðsson will be taking over the position of general manager of FIA from Lára Sif Christiansen, who has held the position since 2018. Hermann will join the office in October and will work alongside Lára until she leaves at the end of December.

Hermann worked as the manager of the National Association of Firefighters and Ambulance Drivers for 5 years and was responsible for all its daily activities and related funds, e.g. Scholarship Fund, Vocational Training Fund, Vacation Fund and Insurance Fund. He was a member of negotiation committees and cooperation committees and was responsible for the association's events and publications. In recent months, Hermann has worked as a project manager and business consultant.

Hermann was the general manager of the Association of Icelandic Scouts from 2009 - 2017 and sat on the board of four subsidiaries and was in charge of coordinating actions between them. These include Skátamót ehf, Skátabúðin ehf, Grænir skátar ehf and was most recently chairman of the board of the Scouts' Outdoor Center in Úlfjótsvatn.

Hermann has a BS in business administration from the University of Bifröst in 2004, and an MCM course in trauma management from the University of Bifröst in 2023.

Hermann is 42 years old and comes from Garðbær. He is married to Ósk Auðunsdóttir, assistant principal, and has three children aged 6-11. He has been a Scout since childhood and was active in rescue teams for a while. His main interests are traveling in Iceland and abroad, doing various types of exercise, whether it's fitness, cycling or badminton.

The board of FIA thanks Lára for all the great work she has done for the association while also welcoming Hermann on-board, we look forward to working with you!



Hermann Sigurðsson tekur við sem framkvæmdastjóri af Láru Sif Christiansen

“It is a privilege to have the opportunity to work with pilots whose goal is to get passengers safely to their destination. There is a lot of responsibility that comes with such a job, as it is vital that the safety net of pilots is in place and working when they need it.

I am excited to participate in FIA's activities and get to know its members better and help them protect their interests in wage negotiations and elsewhere.”

- Hermann Sigurðsson

ECA criticizes the Icelandic authorities

The European Cockpit Association (ECA) has issued a resolution in which the Icelandic government's working practices regarding bogus self-employment or bogus contracting in aviation are severely criticized. The resolution was sent to both the Ministry of Labour and Social Affairs and the Directorate of Labour.

The reason is the dismissal of the Bluebird Nordic pilots at the end of 2020 and hiring bogus contractors in their place. The dismissals were subsequently ruled illegal by the Labour Court (is. kjaradómur), but despite this, Bláfugl has not changed its behavior in any way, nor have the Icelandic authorities responded to FÍA's repeated requests to act on Bláfugl's continued offences.

"Bláfugl's actions, with the loyal support of the Confederation of Icelandic Enterprises (SA) and the Icelandic government, creates a terrible precedent for the Icelandic labour market: Companies can now without impunity fire all employees bound by collective labour agreements and hire bogus contractors instead," says Sonja Bjarnadóttir Backman, FÍA's lawyer, and adds that the former Bluebird pilots are currently engaged in a compensation case against Bluebird.

Pilots can't be contractors

ECA looks after the common interests of commercial pilots at the European level. The association's legal group meets regularly and most recently on the 26th-27th September in Iceland. The focus of the meeting this time was artificial contracting among pilots with an emphasis on the Icelandic legal environment.

"The reason for the location of the meeting is the lack of action and interest in the matter from the Directorate of Labour, the Ministry of Social Affairs and the Labor Market, the Transport Agency and other supervisory bodies in this country. "Public representatives were invited to take part in the meeting, but they did not accept," says Sonja.

"Icelandic lawyers specializing in tax and labour rights went over the legal environment and it was the consensus of the group that the Icelandic legislation covers the issue well and that the authority and duties of the government are both clear and sufficient. The conditions for contracting were reviewed, and it was also their consensus, both from reviewing court precedents and the legislation, that pilots cannot, by the very nature of their work, be contractors or self-employed, as they do not meet the conditions for contracting and self-employment."

Disguised employment contracts with unregistered temporary agencies

It was also made clear that temporary employment agencies that provide services to Icelandic companies should be registered with the Directorate of Labour. Bláfugl operates on the basis of an Icelandic air operations license and hires pilots through a foreign temporary work agency. "Despite the contracts being titled as contractor contracts, they are in fact employee contracts and must therefore be viewed as such. The agencies should also be registered as an employment agency according to Icelandic law, and they should receive a salary according to the collective agreements," says Sonja and says that ECA will closely monitor the progress of the case and later discuss possible next steps.



ECA legal is a group of lawyers from all ECA member associations. The group meets on a regular basis, most recently in Iceland in September 2023.

ECA RESOLUTION



To: Guðmundur Ingi Guðbrandsson
Minister of Social Affairs and the Labour Market
guðmundur.ingi.guðbrandsson@althingi.is

Huginn Freyr Þorsteinsson
Chairman of the Directorate of Labour Board
postur@vmst.is

Unnur Sverrisdóttir
Director General of the Directorate of Labour
unnur.sverrisdottir@vmst.is

Reykjavik, 27 September 2023

Re: Request for action regarding bogus self-employment of pilots in Iceland

Dear Minister, Dear Chairman of the Board, Dear Director General,

The Legal Group of the European Cockpit Association (ECA), met in Reykjavik on the 26 and 27 September 2023 to assess the developments of bogus self-employment of pilots in Iceland.

During this meeting the Icelandic Airline Pilots' Association (FIA) has updated the ECA Legal Group about the legal actions regarding unfair dismissal of employed pilots in the airline BlueBird Nordic and their replacement by (bogus) self-employed pilots. FIA presented other actions aimed at tackling undeclared work, notably with the hiring methods of BlueBird Nordic. Icelandic external legal experts briefed the ECA Legal Group about their conclusions regarding contracts used by the airline BlueBird Nordic and the about FIA legal actions.

The ECA legal Group is concerned about the inadequate response of the Icelandic Labour Authorities to the claims of the Icelandic Airline Pilots' Association (FIA). Following the presentation from FIA and the external legal advice, the ECA legal group is concerned that the Labour Authorities might be delaying action beyond reasonable delays and lacking their duty to enforce the law and to protect the workers.

European Cockpit Association AISBL

Rue du Commerce 20-22, 1000 Brussels, Belgium | T +32 2 705 32 93 | eca@eurocockpit.be | www.eurocockpit.be

ECA RESOLUTION

2

The ECA working group highlights the pernicious effects of the Icelandic Labour Authorities' inaction on the broader European pilot community. BlueBird Nordic not only flies from Iceland but operates from other European countries through contracts or from operational bases outside Iceland. Bogus self-employment provokes unfair competition and social dumping.

The ECA Legal Group urges the Icelandic Labour Authorities to swiftly address the evidence provided by FIA and decide, without further delays whether the contractual relationship of self-employed pilots in Bluebird must be reclassified into direct employer. According to ECA's assessment these contractor agreements of the self-employed Bluebird Pilots through agencies such as Confair Consultancy constitute in fact employment relationship. The Labour Authorities must therefore require the agencies that provide the workforce to seek proper authorization and registration in Iceland and assess whether they illegally hire out workers in Iceland.

With best regards,



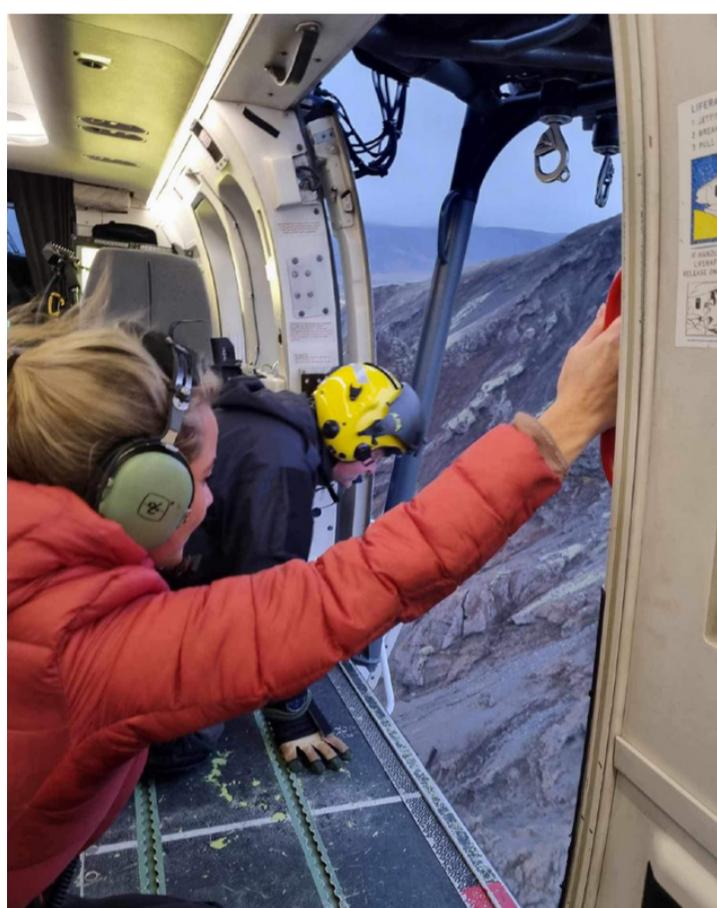
Roger Poulussen
Chair of Legal WG



Ignacio Plaza
Deputy Secretary General of ECA

CC: Jón Þór Þorvaldsson, President FIA jtt@fia.is

SENIORITY LISTS OF COAST GUARD PILOTS SECURED



The work of the Icelandic Coast Guard pilots is very demanding, as Sonja Bjarnadóttir Backman, FÍA lawyer and member of the negotiation committee with LHG, experienced recently.

Collective Labour Agreement (CLA) negotiations on behalf of the Icelandic Coast Guard pilots have now recommenced after the summer. This spring, an agreement was reached through the mediation proposal of the State Conciliation and Mediation Officer (SCMO), where a consensus was reached on the main points of contention that had been pending, but the Coast Guard pilots' CLA expired three and a half years earlier. Thus, a large milestone was reached in the negotiations.

FÍA especially welcomes the fact that the seniority lists of the Coast Guard pilots were secured by special rules regarding Just Culture among pilots to ensure flight safety, signed by the Icelandic Coast Guard on the basis of paragraph 3, Article 129 in Act no. 80/2022 on Icelandic Aviation, which is based on Regulation (EU) No 376/2014 of the European Parliament and

of the Council of 3 April 2014 on reporting, analysis and follow-up of occurrences in civil aviation, amending Regulation (EU) No 966/2010 of the European Parliament and of the Council and repealing Directive 2003/42/EC of the European Parliament and of the Council and Commission Regulation (EC) no 1321/2007 and (EC) No 1330/2007. The Article of the Icelandic Aviation act refers to Article 16, paragraph 11 of the above mentioned Regulation.

According to the provision, companies must, in consultation with an employee representative, adopt internal rules that describe how the company ensures the principles of Just Culture within it. On that basis, seniority lists were secured outside of the CLA, but the state's negotiation committee made a strong demand that they should not be included in the CLA.

“FÍA especially welcomes the fact that the seniority lists of the Coast Guard pilots were secured by special rules regarding Just Culture among pilots to ensure flight safety”

On the basis of the mediating proposal of the SCMO, a comprehensive CLA will now be negotiated, but the proposal sets a certain tone that will hopefully make negotiations easier than before.

Paul Allen writes

NORDIC PILOT SYMPOSIUM

Nordic collaboration re-established



The primary agenda of this symposium was to re-establish, after a much-protracted absence, the Nordic pilot group as a collective voice with common goals.

The re-establishment of this initiative started some 2-3 years ago with general conversations. This came to something of a head during the last ECA and IFALPA meetings where it was clear there was indeed a growing feeling that, for one reason or another, we felt that within the larger EU/IFALPA arena, that as individual Nordic nations, of relatively small size, individually we had little or no sway over matters concerning policy, propositions, or directives.

The NPS was convened here in Iceland over 06.09-08.09 2023. It was deemed expedient for all involved to hold the symposium at the Hotel Natura in one of the meeting halls.

FIA hosted the event, paid for the hall rental, arranged room book-

ings, and provided light food and beverages during the day. The first evening meal, as a meeting social, was also taken care of from FIA – (Thank you).

The meeting was extremely well represented. All Nordic nations sent representatives, and several sent multiple members. Finland, Norway, Sweden, Iceland and Denmark, plus we had the addition of DACE from Latvia.

It soon became clear that other members of FIA and interested parties would also like to attend, so the meeting was opened up further. Jack Netskar was slated to attend and have a slot, however due to ill health he most unfortunately could not attend. In total (including FIA Int committee) we had over 20 attendees from the Nordic collective, plus several additional domestic keynote speakers.



Paul Allen



Jón Þór Þorvaldsson

NORDIC PILOT SYMPOSIUM (CONT.)

The format of the meeting was, by common agreement, spread amongst the group. We created a list of hot topics and then spread those amongst each attending group to present. Rather than just FIA presenting over the 2-day period which would have been somewhat tedious. This way we were able to focus on each subject matter and gain perspective from each group on the larger perspective. Once each discussion topic was finished the floor was opened up to individual groups for question, comments and suggestions.

The symposium was, I believe, a great success. Everyone had a lot to take away in regard to each separate element of subject matter. And there is much work to be done in making progress with some of these initiatives.

But vastly more importantly it was recognised by everyone attending that by teaming up as one cohesive group we can carry vastly more influence within each body that we are

involved. (EU/ECA/IFALPA) This gives us a much more powerful voice within these meetings, one that can no longer be ignored when compared to France, Germany or the like.

Secondly, as with all the Nordic Unions our resources are somewhat limited, however by having the Nordic Pilot group we can now nominate an attendee for any meetings or symposium's where we are unable to personally attend and thereby retain our voice, and indeed now with much more leverage. So, from a cost effective and expedient perspective we are in a much better position than we were before.

Of course, there is much more work to be done here to tie everything together, but I do believe from this NPS we now have a "common goal", which in reality could be priceless.

Thanks to the FIA board for providing support to get this done.



Jo Bjorn Skatval



Akseli Meskanen

Topics discussed:

1. Discussion ref Montreal / IFALPA - ECA and Euro matters.
2. Aircraft accident investigation and the initiative to involve pilots/unions in these investigations.
3. ATC / Remote tower operation WPs. The initiatives within the Nordic communities including a presentation from Iceland.
4. Flight Safety. All matters concerning flight safety and operations within each member states areas with particular notes of caution that are not common information.
5. CLA benchmarking, how has this been achieved in Denmark. How this might be done in the broader arena of the Nordic community.
6. DACE or LAU made a presentation on Wet lease situation in Baltics.
7. FIA hosted RCO/eMCO/SiPO update with latest information and how this is being tackled by ECA and IFALPA/ALPA. Lots of discussion on what actions we would like to see moving forward as there seems to be a growing sense of ambivalence to the current situation.
8. Icelandic Safety symposium, an introduction and request for Nordic involvement in future symposiums
9. A revue of the NPS, its format, its goals and ways to improve.

Paul Allen writes

7TH ANNUAL

REYKJAVÍK

FLIGHT SAFETY

SYMPOSIUM

12 OCT 2023 - GULLHAMRAR, REYKJAVÍK

The Icelandic Airline Pilots' Association organizes the annual Reykjavik Flight Safety Symposium. The seventh conference will be held on October 12th 2023 in Gullhamrar.

The goal of the conference is to share information and create a platform for discussion on the safety issues that concern the aviation industry. The conference attracts a diverse group from the aviation industry, from all over the world. Participation in recent years has exceeded our expectations and it is clear that the subject matter appeals to a diverse group of listeners, i.a. air traffic controllers, pilots and members of the administration.

The topics are varied in accordance with the spirit of the conference, but confirmed speakers are:

Petter Hörnfeldt - Mentour Pilot (TRE B737)

Sævar Birgisson from ISAVIA ANS - Remote Towers

Snædís Sigurðardóttir, psychologist - Stress and Burnout

Haukur Gunnarsson, Icelandair - Flight Training

Pengill Oddsson, Aero-medical examiner - Random Drug Testing

Guðmundur Steingrímsson, environmental analyst - EU Emissions Trading System

The entrance fee will be modest as before and a lunch buffet will be included in the price.

Get your ticket on tix.is!

SPEAKERS AT RFSS 2023



Petter Hörnfeldt

What happened and where are we going?

- Challenges and opportunities in the aviation world.

Petter Hörnfeldt is a 42 year old Boeing 737 Captain and TRI/TRE for a large European operator. He is also known as Mentour Pilot. During the last 8 years, Petter had been running the social media Mentour Group which handles several YouTube channels and various other platforms.

Today, he reaches around 10 Million viewers per month with his content aimed at Aviation safety, news and Incidents.



Snædís Eva Sigurðardóttir

Stress and burnout

Snædís works as a clinical psychologist in Heilsuklasinn clinic. She completed her B.A. degree in psychology at the University of Iceland in 2003. In 2005 she completed studies for a teaching qualification (M.Ped) and then Cand.Psych. degree from the University of Iceland in 2008. Between 2009-2015, Snædís was a working psychologist at a company healthcare facility in Lund, Sweden, where she provided psychological assistance to employees with work-related problems. In 2012, she became a Certified Psychological Coach. In 2015, she began training as a mindfulness instructor in Sweden. She graduated from the University of Sussex in 2017, where she completed a Post Graduate Diploma in cognitive behavioral therapy for complex difficulties.



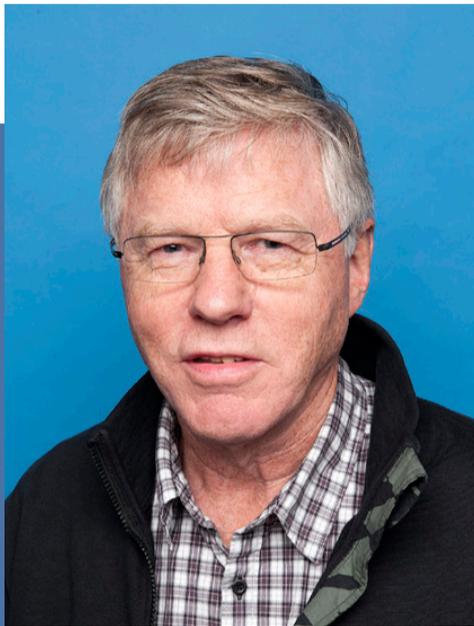
Guðmundur Steingrímsson, environmental analyst

EU emissions Trading System

Guðmundur Steingrímsson is an environmental and resource scientist and a philosopher. He has worked in the media, as a journalist and columnist and is one of the editors of the outdoor magazine Úti. He is also a writer, harmonica player, family man and hobbyist and especially enjoys traveling around the world. The future of aviation and the development of carbon neutrality in aviation are therefore subjects close to his heart.

Guðmundur is currently doing doctoral research in environmental and natural resources studies at the University of Iceland with the status of Circular Economy in Iceland as the main subject and a focus on the relationship between consumption and emissions.

SPEAKERS AT RFSS 2023



Pengill Oddsson, aero-medical examiner **Random Drug Testing**

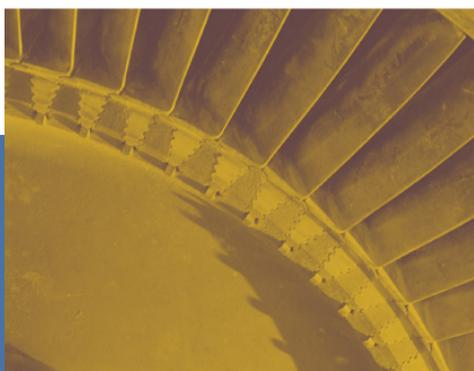
Pengill Oddsson works as the chief medical officer of the Transport Agency's health department. With a decades-long career in both aviation and medicine, he is the person consulted when there are doubts regarding health certificates for flight crews. Pengill carries out international cooperation on behalf of Iceland in his field, and is well aware of which issues are being discussed and what changes lie ahead, such as regarding the maximum age of pilots, mental health issues, and more. He has been a leader in aero-medical examination in Iceland for years, but also worked for a long time as a district doctor in Vopnafjörður and an aero-medical examiner for the Icelandic Coast Guard.



Sævar Birgisson **Remote tower**

Sævar Birgisson works as a project manager at the development and research department of Isavia ANS. The development and research department runs data collections in relation to all flights within Iceland's air traffic control area, and the company's data collection and data analysis is intended to fulfill a wide variety of needs. These include support for Isavia ANS policy and operations, analysis of air traffic and airspace use, analysis of flight schedules and messaging, as well as web publication of statistics on air traffic in the area. Many of the tools used in this work are developed in-house at Isavia ANS. In addition, the department in question is responsible for project management of implementations and development projects at Isavia ANS.

Birgir completed a master's degree in production and automation engineering from Loughborough University in 1998 and then completed an MBA degree from Reykjavik University in 2009. In the years 2010-2018, he worked at Marel as both a consultant and business manager in the innovation field. He has worked for Isavia ANS since 2018.



Haukur Gunnarsson **Icelandair - Flight Training**



NEW HOLIDAY COTTAGE GRÁHRAUN BY HÚSAFELL

Last Monday marked the first rental in our new elegant house in Húsafell, Gráhraun 2. Over the past few weeks, the board of the holiday cottage fund has been rigorously setting up and preparing to make the house ready for winter rentals.

The cottage comes with all the main equipment that the other FÍA holiday cottages offer and will serve FÍA members well. It is almost 110 square meters in size, with a living room, three rooms, a kitchen and a bathroom.

In addition to the main house, there is a guest house with sleeping facilities and another bathroom with a shower. The house therefore offers sleeping accommodation for 7 people, where one room has a sofa bed.

We'll let the pictures speak for themselves!



NEW HOLIDAY COTTAGE



7TH ANNUAL

REYKJAVÍK

FLIGHT SAFETY

SYMPOSIUM

12 OCT 2023 - GULLHAMRAR, REYKJAVÍK

The conference is organized by the Icelandic Airline Pilots' Association

CONFIRMED SPEAKERS:

PETTER HÖRNFELDT

Mentour Pilot (TRE B737)

SÆVAR BIRGISSON

ISAVIA ANS - Remote Towers

SNÆDÍS SIGURÐARDÓTTIR

Psychologist - Stress and Burnout

HAUKUR GUNNARSSON

Icelandair - Flight Training

PENGILL ODDSSON

Aero-medical examiner - Random drug testing

GUÐMUNDUR STEINGRÍMSSON

Environmental analyst - EU Emissions Trading System



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