



ICELANDIC AIRLINE PILOTS' ASSOCIATION // FEBRUARY 2024

FÍA

Newsletter



FÍA's AGM and Board Candidates //
Winter Services at KEF // Flight
Academy CLAs completed // PSP //
Paul Allen on the ECA board //

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WORDS FROM THE FÍA PRESIDENT

I have always been of the opinion that it is a strong union that has members who are willing to volunteer their time and energy to work on behalf of the whole.



JÓN ÞÓR ÞORVALDSSON,
FÍA PRESIDENT

Dear colleagues,

It's almost time for the FÍA annual general meeting, held on February 29. The usual general meeting agenda will take place, and one of the regular items on the agenda are board elections. It is important to exercise our democratic right and vote for our leadership. No one in FÍA's board owns anything. Those who sit there are working on behalf of you, the members, and the interests of the whole. This time we will be voting for 4 board members as well as the President's seat. I have served as the President of FÍA since 2020 and will be running for continued duties for the upcoming period 2024-2026.

I would like to thank those who are now stepping down from the board and are not running for continued board membership, for their important cooperation and

their contribution to our union. I know that they will continue to support FÍA and pass on their valuable experience to their successors, as well as those who will continue on the board.

It is pleasing to see more applications for board seats than there are vacancies. I have always been of the opinion that it is a powerful union that has members who are ready to volunteer their time and energy to work on behalf of the whole. I look forward to continuing to work with those who remain on the board, but also with those who will join the board or receive a renewal of mandate.

Time passes quickly, and it seems very short since we signed a 5-year collective agreement following the pandemic. But now almost 4 years have passed since



WE HAVE INVITED FÍA MEMBERS TO PARTICIPATE IN WORKSHOPS FOR FUTURE NEGOTIATIONS, WHERE MEMBERS HAVE THE OPPORTUNITY TO EXPRESS THEIR IDEAS.

the contract period, which tells us that the renewal process with most of our negotiators is fast approaching. We can be proud of having always arrived well prepared for negotiations, and there will be no change in that. At FÍA's headquarters, we have already begun preparations for the upcoming negotiation rounds.

We have invited FÍA members to participate in workshops for future negotiations, where members have the opportunity to express their ideas and discuss and debate on the various attitudes and viewpoints that may exist on numerous provisions of collective agreements. It is a platform for those who want to make an impact, and possibly spark an interest in taking the next step to work for FÍA. In this context, it is important to listen to new ideas or approaches, but it is no less important to seek out experienced parties who have been involved in the preparation and led negotiations in the past years and decades.

New members are joining our union every month. Airline operators are training new pilots for the coming summer and the future.

Many of those who are now joining our group have a lot of experience from elsewhere, while others are taking their first steps in commercial aviation. Some were already members of FÍA, but most are new members.

I would like to encourage those who are new to familiarize themselves with FÍA's activities and the collective labour agreements we work according to. I would also like to ask those who have been part of FÍA for a long time to guide and educate those who are now joining our group about activities of the union, the support network, the collective labour agreements and the importance of solidarity.

I would like to encourage all of you to take part in the elections for the board of FÍA and to attend the general meeting on February 29th.

Regards,

Jón Þór Þorvaldsson
FÍA President

FÍA'S LEGAL TEAM

Anna Lilja Hallgrímsdóttir has been hired as FÍA's second lawyer. She started work on December 1, 2023.



Anna Lilja previously worked for the Icelandic Bar Association, where she handled, among other things, supervising that lawyers fulfill their professional obligations, working for the association's legal committee and the lawyers' arbitration committee, organizing events, as well as being a representative for the association of European bar associations.

She says the new position is both similar and different from her previous work:

"Regulations around aviation and pilots are of course very specialized, and I see something new every day. Also, the collective labour agreements differ in many ways from what is known in the general labor market.

The biggest surprise is how active the pilots are here at FÍA, in particular the board members and members of working committees. There is always life and excitement here, many people in the house and everyone is ready to help and share their wisdom. Pilots are also particularly meticulous and are very vigilant about their rights.

I attend to a variety of issues and projects alongside Sonja. These include questions and projects from the board, legal assistance to members, FTL issues, review of contracts, etc."

Anna Lilja is a law graduate from the University of Reykjavík, completing her BA in law in 2010 and her Master's degree in 2012. She was also licensed to plead before the district courts in 2014. In parallel with her studies, she worked at Creditinfo and the Municipal Offices of Garðabær, as well as being intern at the Mörkin law firm and the State Prosecutor's Office.

Thank you, Lára Sif!

Lára Sif Christiansen retired as the general manager of FÍA at the end of the year. She will be missed here at the office and in future union activities, as she has done a great job.

The board of FÍA would like to thank Lára Sif for her work in recent years and wish her well in the projects that lie ahead!



Lára Sif along with her husband, Leifur, on one of their many adventures.

Personal finances 2024

The Educational and Training Fund will host a lunch talk on Personal Finances on Tuesday, February 27 at 12:00 in Grjótnes, the FÍA headquarters. The presentation is held by Björn Berg Gunnarsson, financial advisor. Björn has 16 years of experience in the financial market and is the author of the book Money.

How will this year turn out and how do we prepare for it? We will discuss personal finances in a simple and accessible way and how it is wise to respond to situations and prospects in the economy. The impact of inflation and interest rates, the development of loans and savings and how to ensure the best possible financial health in the long term will be considered.

Election Café, Monday and Tuesday

The General Meeting lies ahead, and as per usual we have a great selection of candidates for the Board of FÍA. The choice is hard, and therefore members will have an opportunity to get know more about the candidates and their positions on an Election Café, held Monday and Tuesday (19. and 20. Feb)at 12:00 at the FÍA headquarters, Grjótnes, Hlíðasmári 8. You can also [read more on their positions here.](#)

Pilot Café 27/2

We would also like to remind you of our regular Pilot Café, the next will be on the 27th of February at 10-12.

Pictures from FÍA..



Pilots age like other humans... here are a few of the gentlemen who retired from our profession recently, along with the VP and President of FÍA.

The General Manager of FÍA, Hermann Sigurðsson, went on his first official FÍA trip to the ECA general meeting in November. He was of course invited by Sara Hlín Sigurðardóttir to the cockpit to witness the pilots' working conditions first hand!



FÍA's many meetings and events were well attended, as usual.





Flugskóli Reykjavíkur



Flugskóli Akureyrar

It is a matter of great joy that good agreements were reached between FÍA and the flight instructors, and flight academies in the year that passed: Flugskóli Geirfugls, Flugskóli Reykjavíkur and Flugskóli Akureyrar.

The collective labour agreements take into account the needs of different flight academies, and also ensure that flight instructors are paid for all of their work, whether it is on the ground or in the air.

We at FÍA wish the flight instructors and the flight academy operators all the best, and we are a proud partner of the flight academies.

FLIGHT ACADEMY NEGOTIATIONS SUCCESSFUL



Flugskóli Geirfugls

Nor'easter

Great storms have hit New York recently, and the city hasn't seen more snow in two years.

The weather phenomenon that is causing this great snowfall is called a Nor'easter, forming on the Eastern Coast of North-America. The Nor'easter can be dangerous for aviation and therefore something that pilots should be aware of.

Nor'easters develop when the warm Gulf Stream ocean current comes up from the tropical Atlantic, and meets the cold and dry air masses coming down from Canada, often causing low-pressure areas to develop and intensify, the humidity of which can translate into massive amounts of snow.

Nor'easter can also bring massive amounts of wind, rain, and floods.



THE SECOND LIFE OF TF-LÍF

TF-LÍF's arrival in Iceland, on 23. June, 1995, transformed the rescue capabilities of the Icelandic Coast Guard.

It was much bigger and more powerful than the previous helicopters, and was a turning point in Iceland's rescue history.

The helicopter has saved the lives of many, for example rescuing a total of 39 sailors in one week in 1997, when Vikartindur, Þorsteinn G and Dísarfell went down.

In its time of operations, from 1995-2020, it rescued or transported via air-ambulance services a total of 1.565 people.

Birna Jónasdóttir interviewed Benóný Ásgrímsson.





Mynd frá Landhelgisgæslu Íslands

TF-LÍF was sold last year, but since it was put up for sale, so-called Council of Elders (is. Öldungaráð) has been fighting for the helicopter to be on display at the Icelandic Aviation Museum Akureyri. Benóný Ásgrímsson is part of the Council of Elders, and a former helicopter pilot with the Coast Guard. He flew TF-LÍF for over 20 years, including flying it from France to Iceland in June 1995 with Páll Halldórsson.

“The Council of Elders is a society of former Coast Guard employees, and we tried to lobby for the plane not to be sold but to be placed in the Aviation Museum, but unfortunately it didn’t quite work out,” says Benóný, explaining that the plane was sold to Swedish parties who mainly buy and sell spare parts. “They bought the helicopter but decided to only take out of it what they consider usable.”

“When the Aviation Museum in Akureyri expressed an interest in getting the plane on display, we talked with the buyers who agreed to donate the fuselage to the Aviation Museum in Akureyri.”

Benóný says that the Council of Elders had then gotten to work to get the helicopter ready for exhibition, i.e. by gathering spare parts for it. “We’ve been on our knees begging for spare parts, all over the place, and we’ve got about 90 % of the spare parts that the Swedes took from it,” says Benóný, adding that most of those spare parts are unusable. “It doesn’t have to fly over there in the museum, just be fit for display.” It has now come to the point that a certain party has agreed to transfer the fuselage of the helicopter to the Aviation Museum, but the Senate is still looking for parties to collect the spare parts, most of which are in Sweden.

“We are optimistic that this will work out. Most of these parts were donated but it costs quite a bit to pick them up and transport them,. We are extremely grateful to those who have joined us and welcome those who want to join us,” says Benóný.

WHEN THE AVIATION MUSEUM IN AKUREYRI EXPRESSED AN INTEREST IN GETTING THE PLANE ON DISPLAY, WE TALKED WITH THE BUYERS WHO AGREED TO DONATE THE FUSELAGE

VIÐ ERUM AFAR PAKKLÁT PEIM SEM HAFA LAGT OKKUR LIÐ OG
TÖKUM FAGNANDI Á MÓTI PEIM SEM VILJA LEGGJA OKKUR LIÐ

The history of TF-LÍF is spectacular and marks a turning point in Icelandic rescue history. "It is the last helicopter Icelanders have owned, all other helicopters that have been used since 2006 have been leased. Its story is remarkable and deserves to be preserved," says Benóný.

"TF-LÍF caused a revolution here, in my opinion, and caused us, Icelandic society, to be better prepared when the American army left Iceland in 2006 and we had to handle all the rescues ourselves," he says. "At which point we had had the helicopter for 11 years and gain a lot of experience, it has saved more than a hundred people and played an important role," adds Benóný.

-You flew TF-LÍF for over 20 years and participated in many rescues, is she close to your heart?

"Yes, I can completely admit that I care about TF-LÍF, and I have spent a lot of time with her," Benóný concludes.

Benóný flew TF-LÍF to Iceland in 1995, an Aerospatiale Super Puma AS-332L1 .



TF-LÍF, nýja þýrla Landhelgisgæslunnar, sannaði gildi sitt og flaug milli Rífs og Flateyrar í allt að 12 vindstigum.

TF-LÍF was quick to demonstrate its importance, flying in 35 m/s winds to bring rescue and support after the great avalanche disaster in Flateyri, October 1995.

RFSS 2023

The popular Reykjavík Flight Safety Symposium was well attended in 2023, as usual!

Jón Svavarsson was on site, capturing moments with his camera.

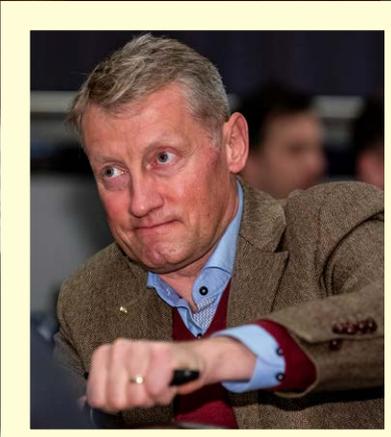
For those unable to attend the Symposium - or those who wish to revisit it - you will find recordings of it accessible on the [FÍA website here](#).



RFSS 2023



RFSS 2023



PSP: Pilot Support Programme

Most pilots have hopefully heard of PSP, the Peer Support Programme, which was established by FÍA in good cooperation with three airlines in 2020. The founding partners were Air Atlanta, Flugfélag Íslands and Icelandair. Later, Norlandair joined the group and it is gratifying that both the Icelandic Coast Guard and Mýflug are well on their way to confirming their participation in the Programme.

The day-to-day operation and management of the PSP is the responsibility of the Support Committee of FÍA, which, according to a special agreement, ensures full separation from the union's traditional activities. The Support Committee has years of experience in supporting pilots and their families in every difficulty they may face. Particular attention is paid to confidentiality and strict personal protection rules, and neither the FÍA board nor the representatives of the participating airlines see who is seeking help.

The PSP system is operated in accordance with the EASA regulation and everyone involved in this system has passed basic training from people who have both expert knowledge and long working experience within the healthcare system and with diverse treatment options.

The aim of the PSP is to support and guide pilots in identifying, dealing with and overcoming any problems that could have a negative impact on their work and the strict health requirements imposed on holders of a first class medical certificate.

70 cases
went through
the PSP in
2022

80 cases
went through
the PSP in
2023

www.psp.is

The PSP contains the following elements:

- Take care of the operation of the system and ensure the resolution of the cases that find their way there.
 - Prepare cooperation agreements with air carriers.
- Provide annual information on the number of cases along with other statistics on the usefulness of the system.
- Educate pilots about the system and provide them with peer-to-peer support.
- Ensure the basic and lifelong education of all who work in the system.
 - Facilitate pilots' access to expertise resources both according to contracts FÍA's Sickness Fund and airline operators' agreements with professionals.
 - Monitor and support pilots in long-lasting illness and work purposefully on their return.
- Support the pilots who work with the system and ensure a fair distribution of cases between PSP representatives.
 - Assist with data submission if illness or accident leads to permanent loss of health-certificate so that the pilot has to apply for insurance benefits

FÍA Sickness Fund

2023 was a record year in the number of applications and grants granted by the FÍA Sickness Fund, with an increase of 67% year-on-year.

The fund is on a strong footing, and in addition to its traditional duties, its board worked on various reform projects during the year, such as:

Flight instructors can now apply for a repayment of their annual medical examinations.

Period that members can apply for an ongoing sick leave was increased from three months to six.

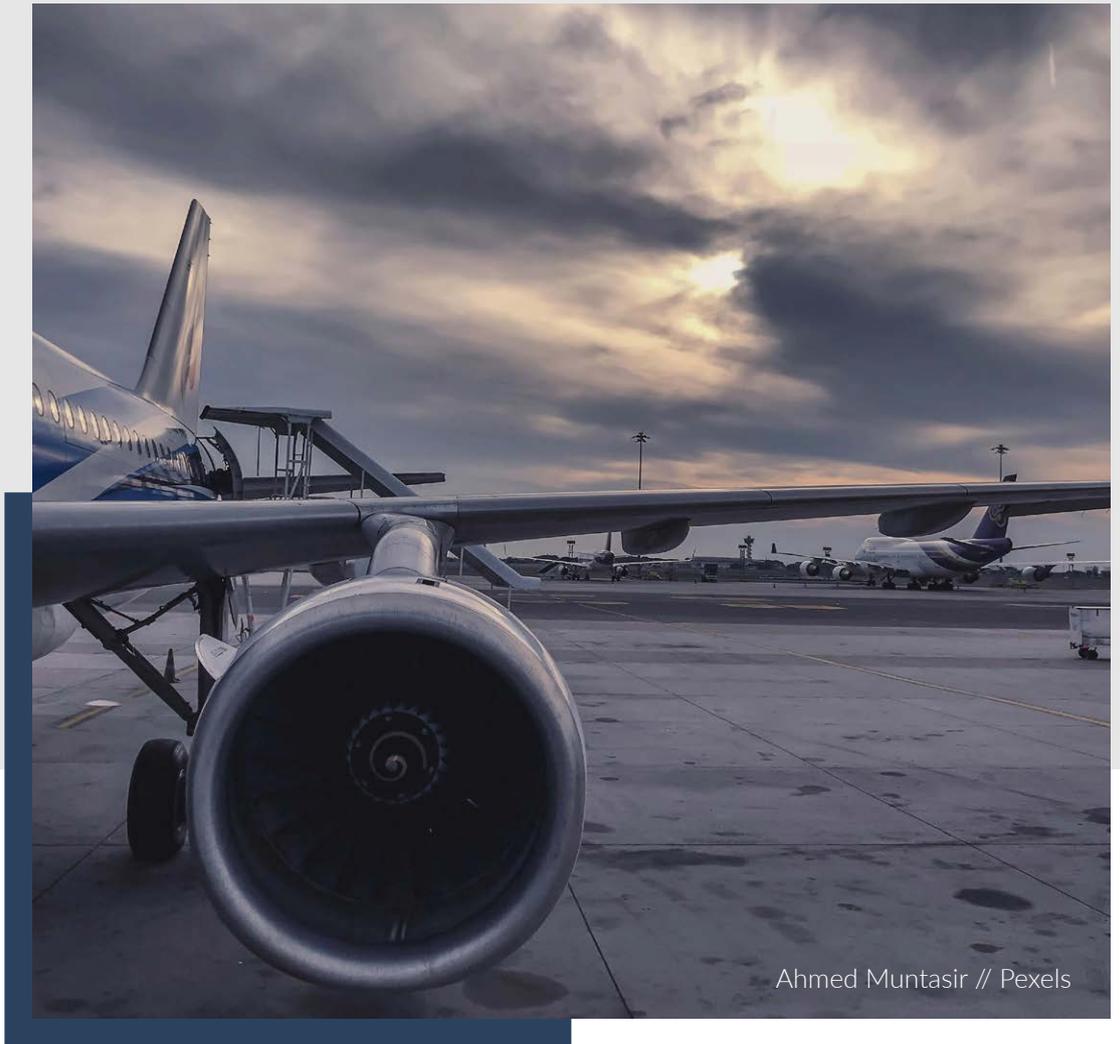
Members can now apply for a parental grant to the fund to amount of ISK 250,000 - applications were accepted as of January 1, 2024, and it is a matter of great joy that it seems to already benefit many.

A lot of time has gone the ongoing work of reanalyzing grant categories and recalculating based on inflation.

The board of the medical fund is very much looking forward to 2024 and believes that even more can be done for FÍA members, such as increasing and improving services through more service contracts.



**FÍA members can
now apply for a
Parental Grant
from the
Sickness Fund**



ANNUAL GENERAL MEETING

FÍA's Annual General Meeting will be held at 20:00 on Thursday, 29. February, 2024 in Hlíðasmári 8, 200 Kópavogur.

Traditional AGM agenda:

Board elections

Board report

Accounts submitted for approval

Legal changes

Election of auditors for FÍA accounts

Election of members for the Starfsráð

Other matters: Positions of the President and four board members are available. The current President is running unopposed, but board members must be voted on.

Light refreshments will be available after the meeting. We hope to see as many members as possible.

Candidate for President:

Jón Þór Þorvaldsson (ICE).

Candidates for Board Membership:

**Eli Úlfarsson (ICE),
Guðmundur Óskar Bjarnason (ICE),
Högni Björn Ómarsson (ICE),
Kristinn Alex Sigurðsson (ICE),
Vala Gauksdóttir (FÍ) and
Örnólfur Jónsson (ICE).**

CANDIDATE FOR THE BOARD :

ELI ÚLFARSSON
PILOT AT ICELANDAIR

Dear colleagues,

I have decided to run for FÍA's board, as I believe it is important to increase recruitment and breadth in the company's leadership. Nobody in the lower half of Icelandair's seniority list is currently on the board, and I think it's time to improve that. I have worked for Icelandair as a pilot since 2016 and have long been interested in social issues, was a member of the company council between FÍA and Icelandair in 2020-2021. I have also participated in work on the political level, and was a shop steward for Efling, representing the staff at my old workplace. I have also worked to draw attention to urgent social issues, and I should especially mention the COVID-19 measures that went beyond what was acceptable.

Strengthening Communications

I want to continue strengthening FÍA's communication and information flow to members. I want it to be clear where FÍA stands on certain issues, whether it concerns individual issues between an employer and FÍA members, or FÍA's position regarding the media. So that when a dispute arises, FÍA's position in that particular matter is made clear and members are informed about it. I also believe it is important that all meeting minutes be published as soon as possible so that members are immediately informed of the state of affairs.

Activate the Sickness Fund

FÍA pilots should enjoy the best possible health care available. I want to explore whether we can utilize the funds of the Sickness Fund better so that pilots can receive first-class service, which would mean shorter waiting times, or even no waiting time, and improved service. Whether it would be general examinations and health follow-up, or in the case of an illness where medical assistance is needed. We could also look into whether it would be possible to insure ourselves so that more costly operations would be carried out abroad. In this way, waiting lists could be cut and service could be greatly improved.

Protectin the Profession

We regularly receive reports of all kinds of fees or

restrictions on tourism that affect the livelihood of most FÍA members. The company should fight against everything that restricts our employment opportunities. It is also important that we decide on issues that will obviously affect our job security. It might therefore be worth exploring cooperation with other associations that protect the same interests as us, whether they are other trade unions or interest organizations.

Finally, I want to ensure that FÍA members see themselves as a whole. Now that the group is growing and has begun to count more than 800 members, it is extremely important that everyone has a voice, regardless of position or employer. Especially those who are younger and newer, and it is extremely important that this group is mobilized in order to protect the rights and the solidarity that FÍA members have shown for years. If I am elected, it will be one of my priorities to work to increase the class consciousness of the younger ones.



CANDIDATE FOR THE BOARD :

**GUÐMUNDUR ÓSKAR
BJARNASON**
CAPTAIN AT ICELANDAIR

Dear friends,

My name is Guðmundur Óskar Bjarnason and I am counting on your support in the election to become a member of the board that will take place at FÍA's Annual General Meeting on 29th of February.

About myself, I live in Hafnarfjörður, I am married and have three children. I took my PPL at Flugsýn in Iceland and the theoretical ATPL in Oxford, OAA. Then I finished the practical part at the Icelandic Flight Academy. I have worked for Mýflug on Kingair 200, Air Atlanta Icelandic on the B747-400 and for Icelandair since 2015 as a first officer on a B737/757/767 and now as a captain on the B737.

I have held few positions for FÍA, served on the roster record control for both Air Atlanta and Icelandair as well as I have been an active member on the Council of Representatives for the last years.

With this background I consider myself to have extensive experience that can be useful within the Board of FÍA, experience that will benefit members whether they work for larger or smaller airlines.

My agenda includes that the FÍA Board of Directors and committees have a certain degree of new recruitment, introducing our activities to members in order to strengthen the union. Although tremendous success has been achieved by our great union in recent years and decades,

we must not fall asleep on our guard. A more family-friendly working environment and a shorter working week are considered self-evident everywhere in society, but these could be improved in our work environment.

I also want to fight for the involvement of pilots of other air carriers in Iceland in our great union and see the increase in summer houses in line with the increase in membership.

Go FIA!

Best regards,

Guðmundur Óskar Bjarnason



Jón Þór Þorvaldsson and I submitted our candidacies almost simultaneously and I am happy that he is once again running unopposed. He is the fourth resident with whom I have worked on the board of FÍA, and our cooperation has been outstanding, whether at the board table or in other projects we've worked on, along with others, under the auspices of FÍA. I am convinced that Jón Þór will continue to lead the board in an exceptional manner over the next two years, and my candidacy is a declaration that I am also ready to serve.

To the outgoing board members Gunnar Björn, Steindór Ingi and Sara Hlín, I would like to express my deepest gratitude for the good cooperation and for their abundant contribution to FÍA.

Being on the board of FÍA is stressful, and the projects are both demanding and varied. The tasks of the board are rarely fully dealt with at the regular meetings, which are held on the first Wednesday of each month, so it can be said that the board work becomes a kind of lifestyle, alongside full-time work.

It is gratifying to see younger FÍA members as candidates for the board and it is clear that there is no shortage of talented people in our rapidly growing group. Whenever I have been authorized by the board to appoint committees, I have approached younger people in the hope of arousing their interest in FÍA's work, but no less to learn from them. All those times have been successful and I am grateful to them for working with me for the common interests of pilots, whether in negotiation committees or company councils.

FÍA has long been a powerful union, whether in terms of finances or the unbroken solidarity of its members, and care is taken that there is room for different opinions. Last year, Hermann Sigurðsson started working as the new general manager of FÍA and was given the worthy task of succeeding Lára Sif, who was an exceptional colleague for many years.

In order to increase service to members and efficiency, Anna Lilja Hallgrímsdóttir was hired as a lawyer in addition to the highly capable Sonja Bjarnadóttir Backman. Not to mention Kristín Ingimundardóttir and Jónas Einar Thorlacius who both carry out important tasks at the FÍA office and welcome everyone who comes there. FÍA's service has always been personal and the staff

CANDIDATE FOR THE BOARD :

HÖGNI BJÖRN ÓMARSON
CAPTAIN AT ICELANDAIR

are very good at initiatives and even better at thinking ahead.

At FÍA, we are systematically working on strategic planning, which is necessary to capture fresh winds. For the first time in the next term, the incoming administration will deliver special mission letters to all committees and councils, as well as linking their work better with management to ensure increased performance and a more even distribution of projects. Education about the provisions of collective agreements will continue to be emphasized, but innovations are being introduced in the presentation of that teaching material.

The number of support resources for members and their families has increased with the new service contracts of the Sickness Fund FÍA, and soon two air carriers will be added to the good group that already has membership in the PSP system. I look forward to continuing to work on behalf of FÍA and am ready to serve as before.



CANDIDATE FOR THE BOARD :

KRISTINN ALEX SIGURÐSSON
PILOT AT ICELANDAIR

Dear colleagues,

I have decided to run for the board of FÍA for the first time. I started working at Eagle Air in 2016 and then at Icelandair in 2018.

I have long been interested in union and wage issues and look forward, with your support, to getting involved.

I would like to encourage the young people to attend meetings and participate in the discussion. It is important that everyone knows and exercises their rights.

In order for it to be as successful as possible, it is important that as many people as possible come to participate in union work and activities. Solidarity is extremely important and as a whole we are the strongest.

When it comes to wages, we have a lot going on. For example, the shortening of the working week has not been effectively carried over to our profession, in my opinion.

There is a lot of work to be done, we pilots are a valuable and sought-after resource, and the airlines have already expressed their concerns about future staffing.

I hope you will give me a chance to show what I am capable of.

See you at the annual general meeting.



CANDIDATE FOR THE BOARD :

VALA GAUKSDÓTTIR
PILOT AT FLUGFÉLAG ÍSLANDS

Dear colleagues,

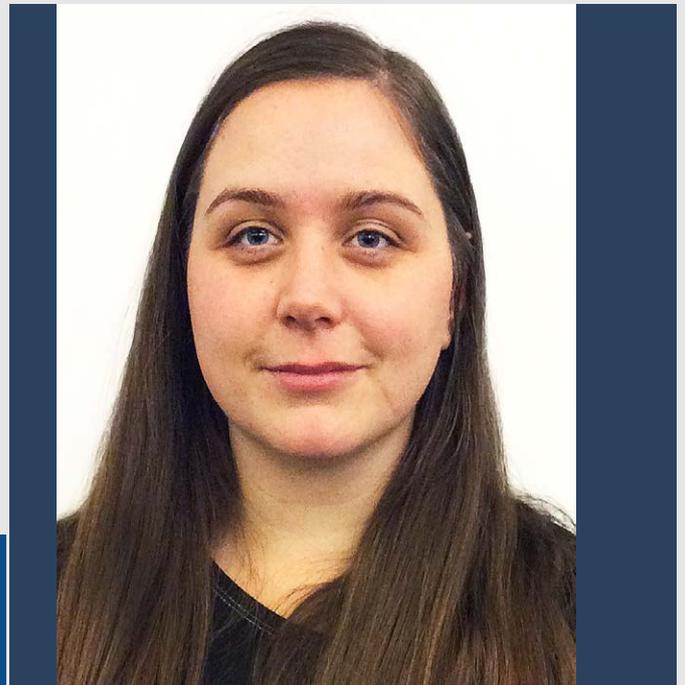
My name is Vala Gauksdóttir and I started working as a pilot at Flugfélag Íslands in 2017. I have decided to run for the board of FÍA in the upcoming elections. I think that it is important that there is as much diversity as possible among the board members.

I have been a member of FÍA since 2007 when I started my flying career as a flight instructor. I worked for Air Atlanta as a flight dispatcher for 10 years, from 2007 to 2017, when I started my carrier as a pilot for Flugfélag Íslands.

I have been active in social affairs as I sat on the negotiation committee for Flight dispatchers when I was working for Air Atlanta. I started working for FÍA in 2023 as an auditor of accounts after finishing my masters degree in accounting and auditing.

FÍA has shown how powerful it is and I believe it is important that our union stays strong and united to protect our interests.

I ask for your support in the upcoming elections for the board of FÍA



Dear members

My name is Örnólfur Jónsson and I am running for the FÍA board.

I was hired by Icelandair in 1995 and currently hold the position of captain on a B-737. In 2020, I retired from the position of President of FÍA after four years in that job, but had previously held various positions for FÍA for almost a quarter of a century. These include sitting on FÍA's board, negotiation committees and the board of the Pension Fund. After being away from everything related to FÍA for four years, it is clear to me that I am still passionate about the fight for wages and FÍA and am ready to continue to contribute if the members give me the go-ahead.

The number of pilots in FÍA has increased greatly in recent years, which is a cause for celebration. It follows that one of the company's biggest tasks is to mobilize new members and make them aware of the importance of the union and how much work and struggle lies behind the agreements. Our working conditions and working environment are constantly under threat and it takes constant work to ensure that the collective labour agreements (CLA) are followed, and that it will continue to be desirable to get a job as a pilot under a CLA with FÍA. It is far from a given that this will continue, and that young people are willing to sacrifice two years and 17-18 million ISK to acquire a commercial pilot's rights if the jobs require more and more presence and on worse terms.

The conditions vary and the aim must be to preserve and improve them as much as possible. Salary is, of course, important, but no less value lies in other provisions of the CLAs, such as e.g. vacation, pension and sickness rights as well as insurance.

Safety issues have always played a major role in FÍA's activities, and must continue to do so.

It must not be accepted that airlines can pop up in Iceland and engage in social dumping without the government taking action. We must continue to push the government in this regard, although the response has so far been limited. Pilot contracting has become far too large a part of the working environment for pilots worldwide, and it

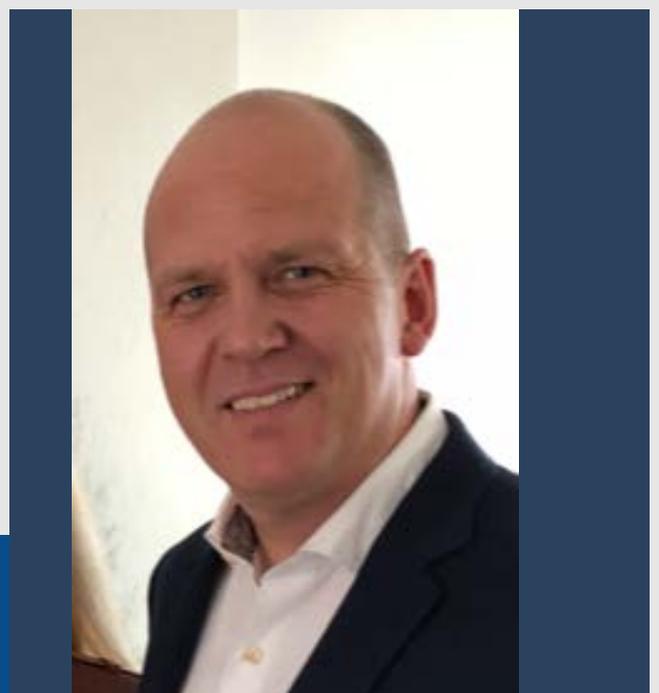
CANDIDATE FOR THE BOARD :

ÖRNÓLFUR JÓNSSON
CAPTAIN AT ICELANDAIR

must be prevented by all means. Pilots' work is by its nature an employee job, and cannot in any way fall under the definition of contracting.

It is unacceptable that the State is not involved in creating acceptable conditions for studying aviation. Considering the scale of aviation in Iceland and what it brings to the national economy, pilot training must be a higher priority. FÍA needs to act in this respect. The unbroken solidarity of pilots has always been the main strength of FÍA, and it must remain so if we are to ensure that it is desirable to learn to become a professional pilot.

Dear members. Experience and knowledge of FÍA's projects and activities are extremely important at the board of directors. I am asking for your support in the election to the board of FÍA at the general meeting on February 29. A strong and cohesive board is the basis for FÍA's continued strong work and progress.



PLEASE TAKE GOOD CARE OF OUR COTTAGES

Dear colleagues,.

In most if not all of our writings in the FÍA Newsletter, we have discussed the state in which we leave our holiday cottages. There will be no change in this.

Fortunately, the large majority of people makes sure that they don't leave our cabins dirty or in disarray, most even leave the houses cleaner than when they received them.

We have often wondered why some people behave as badly as they do. Maybe they think it's absolutely natural to rent our houses for their grown-up children, and the relevant member doesn't get anywhere near that, and the sense of responsibility becomes less as a result, or maybe the next generation's dirt threshold is so high! Who knows what causes it?

It also raises questions about people's morals when they post pictures on social media with pets in cottages where keeping animals is prohibited, or where a member decides that FÍA's cabins are the best place to throw a big birthday party where furniture is rearranged and an empty hot tub is used as a seating area for fully clothed guests in high heels.

We regularly receive inquiries about whether it is possible to install charging stations for electric vehicles near our houses. No decision has been made on this, as the implementation will be complicated, for example due to payment arrangements.

**It must be noted that
It is PROHIBITED to charge EVs in
"normal" sockets at our cottages
and members can be held liable for
damages if they do so.**

Gráhraun 2 in Húsafell was finally leased in the second half of 2023 and the building has been very well received as the facilities are exemplary. As has already been stated this is our first vacation home equipped with a free-standing guest house.

We now have fiber optic connections in all cottages, except Reykjaskógur which has a 5G router.

We will soon open for summer applications, but as usual we aim for this to take place when most flight operators have revealed their summer holiday schedule. Over the past few years, this has been in the middle of March.

On behalf of Skýjaborgir,

Valur Hlíðberg



SAFETY

COMMITTEE

On January 17, four members of The Safety Committee of FÍA (ÖFÍA) visited ISAVIA's airport service department at Keflavík airport.

The purpose of the trip was to learn about the work of those who take care of the airport's winter services, snow-clearing and ice protection.

On January 17, four members of The Safety Committee of FÍA (ÖFÍA) visited ISAVIA's airport service department at Keflavík airport. The purpose of the trip was to learn about the work of those who take care of the airport's snow and ice protection.

It started with a meeting with Guðjón Arngrímsson, director of the airport services, Skúli Þórðarson, an expert, and Sigurd Björgvin Magnússon, the "Snow King" who is in charge of the winter operations. There, the committee was presented with the plans that are carried out based on the circumstances at each time and there is a reason to point out this information that can be found on [Isavia's website here](#).

The snow clearance department has grown a lot in recent years and is equipped with powerful equipment and is well staffed 24 hours a day. The department's equipment includes 11 devices referred to as a Combination, consisting of a snow plow that pulls a broom with a powerful blower,

5x spreaders for anti-icing agents, 2x cars for distributing de-icing liquid, and other powerful devices.

The department's procedure is based on keeping one runway always open at all times, while also keeping another runway so that it can be opened 30 minutes in advance. Meetings are held twice a day at 0100 and 1300 where the next 12 hours are planned with regard to the weather forecast. For reference, the weather is divided into 4 levels, or so-called WinCon levels 1-4 ([see picture](#)). With that, managers can determine the number of devices needed and staffing in parallel.

Based on the department's performance, it would take 38 minutes to clear runway 19 and runway Echo and November in to the terminal in WinCon 2 and 3 conditions. Kilo and Charlie are not expected to be cleared then.

In WinCon 1 and 2 Kilo and Charlie are assumed to be cleared but then this can take up to 44 minutes ([see picture](#)).





Committee members were given a tour of the area and various interesting things related to the operation of the stadium were pointed out.

For fun, it can be mentioned that there are several fox dens within the fence at Keflavík Airport that are allowed to be undisturbed as the fox helps to keep the birds under control. Quite a few birds of various sizes and types are shot by the department's employees.

Jón Hörður Jónsson og Björn Ásbjörnsson



- **The department's equipment includes 11 devices referred to as a Combination, consisting of a snow plow that pulls a broom with a powerful blower,**
- **5 spreaders for anti-icing agents**
- **2x cars for distributing de-icing liquid, and other powerful devices.**

KEF WinCons Definition

KEF WinCons definition

Ver. 04 - 231011

Winter condition class	Expected impact on service and priorities	Indicative weather forecast Examples of forecasted weather phenomena and intensities for each WinCon
<p>WinCon 1 Light</p>	<p>Winter service expected to keep up with weather. Surface conditions may deteriorate slightly</p> <p>Normal operation on runways and apron foreseen</p> <p>CAUTION: Possible risk of black ice on untreated areas</p>	<p>Surface frost / ice:</p> <ul style="list-style-type: none"> Wet surface, rain or showers, temperature falling below zero Surface frost: Temperature below -2°C, mean wind less than 8KT, clear sky, high humidity RH>85% <p>Snowfall / snow drifting</p> <ul style="list-style-type: none"> Light showers of snow -SHSN Prec. density 0.1 mm/h Moderate showers of snow, shorter period, SHSN, 4 hrs or less <p>Wind below 12KT, no snow drifting expected</p>
<p>WinCon 2 Moderate</p>	<p>Mostly normal operation with slower periods in between. Waiting for snow removal on apron or operating on snow covered surfaces may be expected.</p> <p>Temporary: Expect minimum operating surfaces in snow clearance, RWY RETs not available</p>	<p>Surface frost / ice:</p> <ul style="list-style-type: none"> n/a <p>Snowfall / snow drifting</p> <ul style="list-style-type: none"> Light snowfall or moderate showers -SN or SHSN more than 4hrs Prec. density 0.2 mm/h or more Wind above 16G22KT, less than 22G30KT (mean wind 7-11 m/s) Drifting snow forecasted, DRSN, no blowing snow BLSN <p>Visibility</p> <ul style="list-style-type: none"> Visibility less than 2000 m due to snowfall
<p>WinCon 3 Heavy</p>	<p>Expect Winter service on Apron to be delayed, single stand at a time.</p> <p>Expect TWYs snow covered</p> <p>Expect minimum operating surfaces in snow clearance, RWY RETs not available</p> <p>Expect ATC to request aircraft holdings or increased separation</p>	<p>Surface frost / ice:</p> <ul style="list-style-type: none"> Rain or wet snowfall, even showers, on frozen ground <p>Snowfall / snow drifting</p> <ul style="list-style-type: none"> Moderate snowfall SN and wind 22G30KT to 30G41KT Heavy snowfall +SN Blowing snow BLSN forecasted <p>Visibility</p> <ul style="list-style-type: none"> Visibility less than 800 m expected Vertical visibility less than 300 ft expected
<p>WinCon 4 Extreme</p>	<p>RWY crosswind, visibility, and surfaced condition may affect operation</p> <p>Expect only RWY winter service</p> <p>Aircraft may line up on TWYs</p> <p>Apron stands not serviced</p> <p>Runway friction might be impossible to improve above RWYCC 3</p>	<p>Surface frost / ice:</p> <ul style="list-style-type: none"> Freezing rain forecasted FZRA or FZDZ <p>Snowfall / snow drifting</p> <ul style="list-style-type: none"> Any snowfall, -SHSN or SN, wind above 30G41KT Heavy snowfall in periods, TEMPO +SN Blowing snow BLSN forecasted <p>Visibility</p> <ul style="list-style-type: none"> Visual range and vertical visibility severely degraded, runway operation extremely difficult Airport navigation systems clogged due to wet snow and wind <p>Ramp operations difficult or impossible due visibility, gust strength and snowdrift accumulation</p>

Snow clearing scenarios for RWY 19 ARR and DEP

Scenarios for convoy of 5 snowplows

Scenario 19-a) 

Area: RWY 19, TWY S1, E1, E2, E3, E4, N4
(every other trip S1 instead of E1)

WinCon 2
WinCon 3

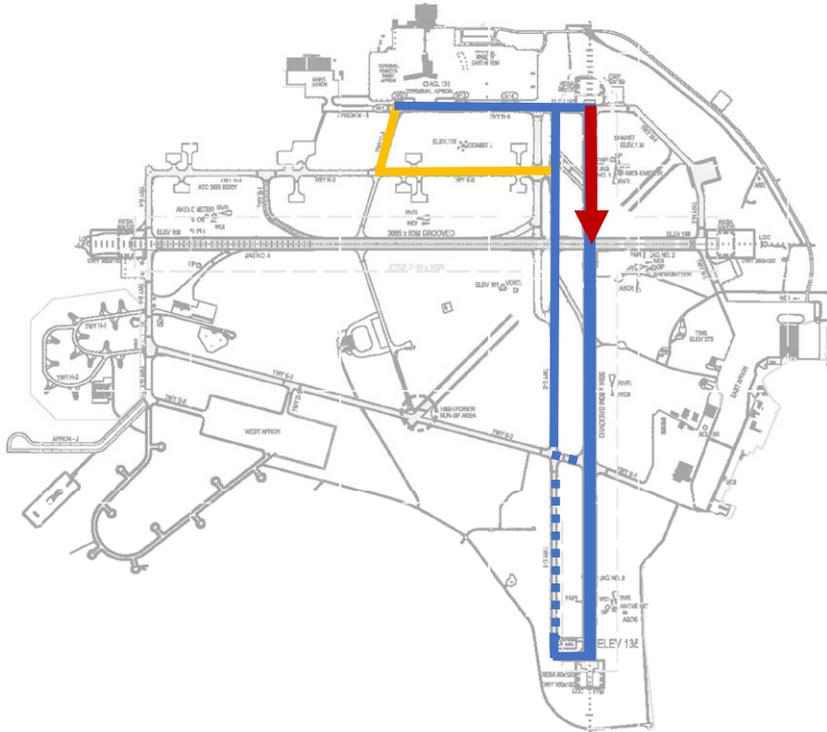
Cycle time 38 minutes

Scenario 19-b) 

Area: Same as Scenario 19-a) + TWY K2, C3

WinCon 1
WinCon 2 when possible

Cycle time 44 minutes



- Scenarios are service aims and are therefore only indicative of the possible available maneuvering area during certain Winter Condition estimate (WinCons 1, 2, 3, 4)
- Airport Operations and ATC Tower decide the scenario in effect. A higher service level scenario will be adopted as soon as possible considering weather situation.
- Regardless of scenario in use, ATC will instruct aircrews on available and recommended routes on the ground
- Service route cycle times are indicative. Turnarounds in junctions for full width snow clearance may add to this time

Snow clearing scenarios

STRENGTHENING THE VOICE OF ICELANDIC PILOTS



Paul Allen, Captain at Air Atlanta, is the first Icelandic pilot to sit on the board of ECA. He says he is very grateful and excited for the times ahead.

Birna Jónasdóttir interviewed Paul.

The FÍA International Committee has been working for several years closely with ECA on a variety of working groups to effect change for European and Nordic pilots. ECA also works hand in hand with IFALPA on several key international issues and policies. FÍA has representatives in various committees and working groups within ECA, for example FÍA's lawyer, Sonja Bjarnadóttir Backman,

represented somewhere in the region of 20-25 % of the pilot mass and MA's within ECA."

Paul says that ECA therefore was compelled to recognise this shift and an opportunity arose to accommodate an NPS member on the ECA board as Director Industrial/ Profesional matters, with Paul Reuter moving to the vice chairman position.

WITH THE ADVENT OF AN INVIGORATED NORDIC PILOT GROUP, WHICH RE-STARTED LAST YEAR, WE FOUND AS A COMBINED BODY WE NOW REPRESENTED SOMEWHERE IN THE REGION OF 20-25% OF THE PILOT MASS AND MA'S WITHIN ECA

sits on the board of ECA legal. However, **Paul Allen** is the first Icelandic pilot to sit on the board of ECA.

We asked him about the work ahead: "FIA, in conjunction with ECA, works to influence policy within the EU and EASA in such matters as re-defining Flight duty limitations policy, wage and conditions of employment through contract bench marking, cross border union migration policies, part time (contract) workers/pilots within the EU including "European Labour authority" social strategy, permanent staff protections and rights, atypical employment contracts and importantly the upcoming RCO, eMCO initiative, " says Paul, but emphasizes that this is only a small part of the projects that ECA works on.

"These are some but not all of the important projects that ECA is currently working on. FIA, being such a small part of the ECA picture, previously had little sway or input in these matters. However with the advent of an invigorated Nordic Pilot group which re-started last year, we found as a combined body we now

"It came completely out of the blue that my name was put forward as a nominee for the position. It is certainly a great honor to be considered and accepted for the role, and I am very grateful for that," says Paul.

"Iceland and the larger Nordic pilot community now have a voice at board level with the ECA. This position can not be overstated in its importance to FIA/NPS in getting our concerns heard and addressed. Now that we have a place at the table, it is our intention that a member of NPS will remain on the board in the coming years to carry this momentum forward. "

Paul will have this posting until the end of the year: "I will of course do my best to represent the Icelandic pilots, and hopefully secure this seat for a fellow Nordic pilot in the next round of nominations.

There is lots of work to do before my tenure expires, and I hope to be able to update you with notes on our progress as events unfold."

Ávísun á frábært sumar

Skráðu þig á orlofsvef félagsins og skoðaðu tilboð á frábærri afþreyingu og gistingu hjá mörgum af betri hótélum og gistiheimilum landsins.

Kauptu ferðaávísun og njóttu Íslands á sérkjörum.



Arctic Hotels



Langaholt



Landhótel



Fjallafjör



Íslandshótel Reykjavík



Sigló Hótel



Keahótel



Hótel Ísland