

The International Federation of Air Line Pilots' Associations



7 September 2020

Mr. Mohamed Amakraz
Ministère du travail et de l'insertion professionnelle
Rue Al Jommayz, Hay Riad
Rabat, Maroc

Re: IFALPA's concern about the deteriorating relationship between Royal Air Maroc and the AMPL

Mr. Amakraz,

I am writing to you as President of the International Federation of Air Line Pilots' Associations (IFALPA), at the request of the Association Marocaine des Pilotes de Ligne (AMPL), which is the IFALPA Member Association in the Kingdom of Morocco.

IFALPA is the global voice of pilots since 1948. We are an international not-for-profit organization, representing over 140.000 professional pilots in nearly 100 countries. The mission of the Federation is to promote the highest level of aviation safety worldwide and to be the global advocate of the piloting profession; providing representation, services, and support to both our members and the aviation industry.

Together with the AMPL we have been following closely the situation at Royal Air Maroc, in part due to COVID-19 crisis, which is highlighting the shortcomings and challenges the aviation industry faces worldwide.

We have been informed by the AMPL that RAM management is not respecting the Moroccan law and the signed collective agreements (particularly, the internal regulations and the memorandum of understanding on social peace signed on 1 March 2019).

As notified by the AMPL, the redundancy of 65 pilots, mainly Pilots-in-command, was authorized on 18 August 2020 by the Governor of the Prefecture of Hay Hassani in apparent contravention of the law and the existing collective agreements. Despite the provisions of Article 71 of the Labor Code and Article 96 and RAM's internal regulations, these letters of dismissal were sent to these pilots on the basis of their current or past affiliations within the AMPL in what appears to be a hostile and provocative move to weaken the profession.

IFALPA is deeply concerned by the fact that a great number of former pilot representatives (President, Vice President, General Secretary and members of the Board) have been arbitrarily laid off by RAM. This kind of action will only exacerbate a very difficult situation and will not contribute to dealing with the serious issues that present themselves at RAM.

The pilots of the AMPL must be treated as partners. The AMPL pilots have indicated clearly that they are willing to help and have proposed a temporary cut on their salaries to preserve jobs while providing support to RAM during this unprecedented crisis.

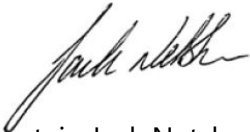
The relationship between a pilot and the airline usually lasts for decades; often for the pilots' whole career in national carriers.

RAM is the Moroccan flag carrier, a regional aviation leader and member of the Oneworld Alliance which places a responsibility on the management to find effective, respectful ways to negotiate with its pilot leadership. IFALPA cannot sit idly by while some airline managements decide to use discriminatory anti-union practices against their pilot groups.

We believe there are avenues to overcome this conflict. A respectful relationship between the airline management and the AMPL, and good faith negotiations based on trust, within the framework of the social dialogue desired by His Majesty King Mohamed VI, are in the best interest of everyone. Unfortunately, there has been no attempt to negotiate by RAM, although staff representatives are prepared to make the necessary sacrifices to overcome the current crisis. The AMPL has written to RAM management on several occasions inviting them to negotiate and build a collective response to the crisis. These letters were never answered.

The global pilot community is closely monitoring the developments of this situation and we urge you to engage in dialogue with our AMPL colleagues and find ways to collaborate for a mutually agreeable solution that satisfies the needs of all parties. IFALPA stands ready to assist in any way possible.

Respectfully,



Captain Jack Netskar
President