

P 318 21  
 Bogotá D.C. October 15/21

Captain **YNGVE CARLSEN**  
 President  
 Norsk Flygerforbund - NF

Dear captain:

On behalf of the Colombian Association of Civil Aviators - ACDAC, we express our full support to NF in your fair claims about the difficulties because of the unilateral decisions of the airline management, which affect the job stability of the pilots

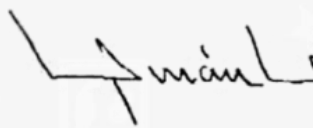
We recognize that the aviation industry is currently facing substantial challenges due to the COVID 19 pandemic, but by forcing the dismissal of its pilots, applying salary reductions for new hires and creating unfavorable scenarios for its aviators, are unacceptable facts.

We hope that you and your team could discuss in good faith with the management in order to reinstate the dismissed pilots and find balanced solutions not only for the pilots but also for the sustainability of the airline.

ACDAC stands in support and solidarity with NF against this anti-union policies and aggressive behavior against NF members, and we encourage you to continue working on the defense of the rights of your pilots.

Your victory is our victory, and it is the victory of all pilots around the world.

Respectfully,



Captain **JAIME HERNÁNDEZ SIERRA**  
 President  
 PYT: D.M.




Captain **DIANA MARTINEZ**  
 Director of International Affairs