



## ASSOCIATIONS OF STAR ALLIANCE PILOTS

535 Herndon Parkway  
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Alliancepilot.org

October 6, 2021

Minister Hadia Tajik  
Ministry of Labour and Social Affairs  
Arbeids- og sosialdepartementet  
Akersgata 64  
Postboks 8019 Dep  
0030 Oslo

Email: [postmottak@asd.dep.no](mailto:postmottak@asd.dep.no)

Dear Minister Tajik

I am writing on behalf of the Associations of Star Alliance Pilots (“ASAP”) Executive Board. As you may know, the Star Alliance is an airline marketing consortium consisting of 28 member airlines. ASAP consists of the leadership of the pilot unions and associations of those carriers and represents approximately 30,000 pilots worldwide.

We have recently been briefed by the Norske SAS-Pilots Union (“NSF”) on industrial action taken by the Scandinavian Airlines System (“SAS”) against its employees. We are informed that SAS intends to create new companies “SAS Connect” and “SAS Link” operating as subsidiaries of SAS. We are also informed that SAS intends to carry out a fleet change and place all the new airframes in its two new subsidiary companies. Finally, we are also informed that laid off pilots will not be re-employed by SAS but will be required to apply for new jobs under new employment conditions through a fully owned staffing agency.

NSF informs us that they are currently unable to undertake industrial action due to contractual obligations to SAS.

We strongly believe that permitting and encouraging atypical methods of employment can have major negative social effects, as this could encourage social dumping practices resulting in a loss of good jobs on a large scale even globally.



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An important core value in aviation is safety. Operators that abrogate legal responsibility for the pilots and staff that they depend on display reduced corporate social responsibility and a willingness to act in a way that compromises national interests. In addition, this practice also poses a significant challenge to flight safety through a far more complex and less transparent structure which complicates oversight of the operations.

The use of alternative models of employment and flags of convenience is in ASAP's view a serious threat to both good flying jobs globally and flight safety. It is our strong belief that a failure to prevent the actions that SAS proposes to take will degrade the quality of aircrew jobs and is a step in the wrong direction towards the international shipping model.

With such potentially damaging effects the Associations of Star Alliance Pilots strongly urges the Norwegian Government to take action to prevent SAS from undermining aviation safety and social rights.

I appreciate your attention to this matter.

Sincerely,

A handwritten signature in black ink, appearing to read 'Craig Malcolm', with a stylized flourish at the end.

Captain Craig Malcolm  
Chairman  
Associations of Star Alliance Pilots, Executive Board  
[asapchair@gmail.com](mailto:asapchair@gmail.com)