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For BA Investors – A quick view from the Cockpit

BA, on a point of policy rather than cost, is heading for conflict with its pilots:

- The interests of BA, its pilots and its shareholders should be aligned. BALPA want to see success and profitable growth in both BA and OpenSkies.
- BALPA welcomes the growth opportunities that OpenSkies presents.
- BA has stated “Where market competitive prices can be achieved, BA resources will be used in OpenSkies.” Despite this, BA point blank refuses to consider using BA pilots. No cost analysis has been completed. BALPA’s offer of market rate prices has been ignored. Why?
- OpenSkies, as proposed by BA, is outsourcing of BA Pilot opportunities. These are BA Aircraft, in BA colours, with BA management, riding on the back of the BA brand, utilising BA profits in a regulatory environment that will allow this new airline to undermine the jobs of BA pilots. In the evolving, deregulated world of aviation, BA pilots must have access to core growth opportunities outside London.
- BA’s decision not to use BA pilots in OS is **“a Policy decision based on prejudice”** rather than **“a Business decision based on analysis”**. We urge the BA Leadership Team to reconsider. It is in everyone’s interest to do so – customers, shareholders, and employees alike.
- BALPA is willing to address **any** BA cost concerns with respect to OpenSkies, whether short term or beyond. It has taken a ballot for IA to get BA to talk. Why?
- BALPA has no desire to undertake unnecessary industrial action. BALPA does not want to tell BA

how to run its business either. We simply want to be included in BA’s growth plans beyond London and are willing to analyse BA’s planned cost base to ensure access to this market. This will provide employment security and career opportunities for BA pilots.

- BA wants OpenSkies to be an innovative test bed. BA pilots have long sought to engender this type of independent and entrepreneurial spirit in mainline BA. What better way to change a company’s work ethos than involve those who lead the operation and interact with every part of the company at the grass roots level on a daily basis – its pilots?
- Without BALPA’s intervention and creativity last year there would have been no solution to BA’s pension crisis. Industrial unrest was inevitable. The resultant impact on BA’s creditworthiness and ability to expand would have put BA in a very different position. Investors would have suffered greatly too.
- **It is the same BALPA, the same professional association, the same reps, who are asking that BA acts in a business-like manner in setting up OpenSkies.**
- Despite an overwhelming mandate for strike action, BALPA is fully committed to conciliation on this matter. It is disheartening that a very public ballot has been necessary to achieve engagement from BA but we expect a return to analysis based business decisions or there will be troubled skies ahead.

If you support our position, or would like a more detailed brief please visit www.baplane-bapilot.org or email openskiesdispute@balpa.org