

SNPL France ALPA

Aims of the union

Article 11 of our statutes stipulates: “founded under the principle of absolute independence of unionism towards the State, political parties or lobbying groups, employers, religions, races and philosophical sects, the union has the following main aims:

To defend the moral and practical interests and to protect the collective and individual rights of its members,

To maintain and develop air transport safety, while contributing to the development of this activity.”

History

SNPL France ALPA, the emanation of the Aviation Professional Association (APNA), was founded in 1952. Its first victory dates from February 1955. After a strike aimed at putting an end to the policy of reducing air crew members' number, the Operations Department is created at Air France: from now on, pilots participate in defining the flights' operational policies.

The protocol of 16th Sept. 1958 on the mass/speed scheme, link air crew/ground staff. ..., and valid for 12 years, results from long negotiations and comes with the first rules on pilots' career.

In 1970, the management of Air France, UTA and Air Inter turned down the project of agreement presented on behalf of all technical crew unions to replace the previous protocol. This refusal ended in a lock-out which lasted more than three weeks and led to the statement of offence (procès-verbal) of 16th March 1971, which still today constitutes the skeleton of Air France pilots' working conditions.

The end of the 70's is dominated by the difficult evolution towards a flying crew with no flight engineer. In 1982, a referendum launched by two pilots showed a majority of 90% in favour of the replacement of the *Caravelle* by the *B 737* flown without flight engineers, with the redeployment of these flight engineers to pilot or ground management positions. This led to a split where the minority union, SPAC (syndicat des pilotes de l'aviation civile/the union of civil aviation pilots), had emerged.

As from its beginning, SNPL France ALPA works today at improving flight safety, at improving working and salary conditions, at defending workers' employment. As a consequence, a national strike in November 2006 has enabled public institutions to become aware of the consequences linked to relocations and chartering. Facing the termination of collective agreements in several airlines of third level (in France it means air employment & business aviation), SNPL France ALPA has been working at implementing a national air transport collective agreement.

On 1st January 2008, a treaty of merger has been signed between SNPL France ALPA and SPAC Air France.

SNPL France ALPA, a member of ECA (the European Cockpit Association)

The globalisation of economics and major issues regarding pilots shows the importance of pilot unity. Located in Brussels, the European Association of Air Lines Pilots has been created in 1991 to defend the positions of EU (European Union) pilots in front of European institutions.

38.000 pilots are represented through their national associations

A specific counterpart of IFALPA, it has become today a privileged interlocutor towards these institutions to whom it expresses the official positions on behalf of the community of pilots.

Its scope of action has never ceased to develop since, an agreement being signed on European level in 2000, which involves the totality of EU pilots.

... and of IFALPA (the International Federation of Air Line Pilots' Associations)

Established in 1948, the International Federation of Air Line Pilots' Associations brings together more than 100 000 pilots working in about 95 countries. Originally created to answer the constitution of the international civil aviation organisation (ICAO), IFALPA is also recognised by other important aviation set up bodies: IATA, FAA, JAA, ...

It is a democratic forum which enables to develop and promote a common point of view for all pilots on the standards and recommended practices regarding rulemaking in air transport, the developed engineering, the objectives in terms of flight safety, and the subjects interesting the professional and social life of pilots.

That thanks to the work of commissions, resulting in the definition of 'Policies', and merged in a Manual and concerning:

- Accident Analysis
- Airport and Ground Environment
- Aircraft Design and Operation
- Air Traffic Services
- Dangerous Goods
- Helicopters
- Human Performance
- Industrial issues
- Legal issues
- Security

Communication department

The objectives of this department aim internal as external communication:

*The diffusion of our union messages is conveyed by means of pamphlets, press releases, publications (*Icare, Pilote de Ligne, La Ligne ...*), and interviews.

*The circulation of information shall be done internally; all information within commissions and Boards remains a condition *sine qua non* for the reactivity and credibility of SNPL France ALPA to the outside.

*An answer given to the queries of the press: files, written with an economic approach, are done so as to support our in-depth actions and strengthen/reinforce our expert image on numerous subjects.

Press conferences might be organised on occasional issues (in November 2006 on relocations, code of good conduct for Nice, SkyTeam pilots' association ...). Press lunches are organised to convey our messages.

Journalists have a spokesperson constantly available, in order to get real-time answers to their questions.

Technical department

Thanks to the work of the Cometec (the technical commission of SNPL), SNPL France ALPA is the French technical interface of IFALPA. Indeed, like ICAO, France needs the thinking and expertise of pilots who are trusty players and observers.

Each month, the Cometec convenes in Roissy pilots from different airlines and various origins, external speakers (industrial, controller...). Like IFALPA, it is organised in sub-commissions (see the table below), which enables to deepen subjects, more and more specialised.

SNPL Cometec is a driving element in numerous areas and constitutes a real ability to technical drive for SNPL policy.

Moreover, thanks to its representativeness, it has a close relationship with major players in air transport: facilities' testing, technical expertise with manufacturers, thoughts on regulatory projects, creation of a group A380...

Main sub-commissions

ADO: aircraft design operation.

All areas concerning aircraft

ATS: air traffic services

All areas concerning aircraft movements

HUPER: human performance

All areas on human factors

AA: accident analysis

SEC: security

AGE: airport and ground environment

Legal department

A permanent department with a specific documentation, it answers three objectives in terms of legal matters:

- Services to members: advice and legal consultations, constitution of files leading to the covering of costs by the union, directly or through an institution for legal protection (EPJ/Européenne de protection juridique).
- Help to SNPL companies' Boards: advice given to the union representatives, follow-up and covering of disputes with the implied companies.
- Support of the National Board: does the follow-up on legal, or even judicial, actions, started or where the union is the plaintiff (i.e. bringing an independent action for civil compensation, = 'partie civile'); contributes to the national work of SNPL France ALPA: negotiations part of collective agreements, company agreements, and elaboration of regulation.

Published publications

Icare: this historical publication brings back to life major aeronautical events, thus spreading the history of aviation and its epic moments among the general public and the young generation of pilots. It remains unquestionably a particular showcase of this profession.

Pilote de ligne: a quarterly publication, it is aimed at deputies and senators to inform them about the current affairs of the union. Members of SNPL France ALPA receive also this publication.

La Ligne: this internal monthly publication conveys the policy of the union through the reports of meetings, inter-union meetings, and company technical approach.

Organisation chart

Members elect their union representatives, permanent and substitute, every three years. These latter constitute a "ticket".

The National Council (Conseil national), consisting of union representatives, is the highest authority of the union. It is responsible for its management, its general organisation and the conduct of its affairs. It meets every two or three months to write the motions of the union.

The National Board (Bureau national), an emanation of the National Council, consists of the Executive Board and the Presidents of company branches having at least 40 members. It meets every month. Managed by the President of SNPL France ALPA, it defines the union action to be undertaken by the executive Board, according to the recommendations of the National Council.

The Burex (Executive Board/Bureau exécutif), managed by the President of SNPL France ALPA, or by its deputy President, carries out the union policy decided by the National Council and the decisions of the National Board. It is also responsible for the general organisation of the union and the coordination between company branches, for the organisation of main meetings and information, for various consultations with members and union representatives, as the follow-up of mail.

It is composed of seven elected members:

The President: Jocelyn SMYKOWSKI (BritAir)

The Deputy President: Pascal GUERIN (Air France)

The Secretary General International: Julien GOURGUECHON (Air France)

The Secretary General Organisation: Cédric MANIEZ (Air France)

The Secretary General Social: Thierry ORIOL (Air France)

The Secretary General Technical: Francis NARDY (XL Airways)

The Secretary General Treasurer: Yves DESHAYES (Air France)

The company branches

A company branch is the basic union cell. It is composed of active members of the same company, and is driven by the union representatives of this company. If the branch has at least 40 members, then these union representatives constitute the company Council, which appoints the union delegates of the company who will be officially nominated by the National Board.

The working commissions

Union actions need files to be treated with proficiency. This work is done by various commissions (the technical commission named COMETEC, on Sustainable development, the Social commission...) all composed of volunteer members.

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