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Our Ref: FAU/05/015

Ms Becky Kwan
Flight Attendants Union
5/F Airline Store Building
Cathay Pacific Airways Ltd
8 Scenic Road
Hong Kong International Airport
Lantau, Hong Kong



**Hong Kong
Aircrew Officers
Association**

Dear Becky

Recently, the Association became aware of correspondence from an anonymous group called the 'Cathay Pilots Union' (CPU) which appears to be a breakaway group of disgruntled members of the AOA. In this correspondence the strategies of that group are outlined, and they are quite counter to the properly and democratically determined positions of the AOA.

The correspondence also alleges that 'The FAU has very kindly provided a temporary banking facility for us pending RTU registration'. I was disbelieving that the FAU would interfere in the affairs of the pilot body and allegedly side with a minority group who had proven unwilling to accept the outcome of the democratic process within the AOA, the Association which has represented the pilot group of Cathay Pacific for some 42 years. Therefore, I asked the General Secretary to get in touch with you to determine the facts.

I am privy to both sides of the discussion which took place and can only say that this Association is outraged by your actions and by the statements you made. You confirmed to the General Secretary that the allegations are in fact correct, that the FAU has chosen to side with, and provide assistance to this disgruntled, small minority from within the AOA whose actions could cause considerable damage to the AOA.

In your conversation with the General Secretary you said;

'I have had a long and trusting relationship with Nigel over the years and agreed with his positions. I realise that Nigel is at odds with the AOA, but it is very sad that the majority of your members had chosen to abandon the 49ers. The FAU is willing to help them....'

I cannot allow these remarks to pass unanswered. The General Committee of this Association was elected by the Membership of the Association from the widest selection of nominees in our history. The gentleman you refer to was specifically not selected by the Membership of this Association in any representative capacity.

Could I point out to you that it is incumbent upon the leader of any association to look beyond personal relationships? As the leader of the FAU you have a responsibility to your Membership to progress relationships in their best interests and it is very clear that the relationship with the AOA which you have chosen to cast aside for personal reasons is quite important to your Members, to the Members of the AOA, and indeed to all employees of Cathay Pacific.



Could I also point out that this Association has not abandoned the 49ers; we have in fact, through our persistence and application of sound strategies, succeeded in providing them opportunities that few thought possible so long after their terminations. The President of IFALPA and the President of ALPA have both expressed their pleasure and surprise at the settlement terms we have been able to achieve. If individual 49ers choose not to accept those opportunities, against the advice of the Association and of their own legal counsel, they are free to do so, but that most certainly would not constitute abandonment by the AOA.

During your conversation with the General Secretary you also said;

'Your members are selfish and balls-less. If the AOA won't help the 49ers, the FAU can and will'.

I find your remarks offensive and impertinent; they are not at all what I would expect from a fellow union leader. For almost four years this Association has provided assistance to the 49ers that is without precedent in our industry. The President of IFALPA has been quoted as saying that he *'knows of no other pilot union in the world that would have supported their colleagues so willingly for so long.'* This Association and its members can be very proud of what we have achieved.

Finally, your remark to the General Secretary that you saw nothing wrong with your actions, is astonishing. The corollary of that would be that it is quite acceptable for the AOA to interfere in the affairs of the FAU or to publicly oppose the actions of your EXCO, something we would never do. You did not even have the courtesy or decency to at least contact me and discuss the matter first.

For many years our Association and the FAU have acted in close co-operation on many matters and the AOA has been helpful in providing information, advice and financial assistance to the FAU. With this one act, you are very close to destroying all trust in the FAU by this Association. All forms of co-operation are suspended with immediate effect.

I request that you forward this correspondence to all members of the FAU. I also request an opportunity for my General Secretary to address the FAU EXCO as soon as possible in order to try and repair the damage that has been done.

Yours sincerely

M. A. Gardner

Captain M A Gardner
President