

與機師和解國泰賠一蚊

01/05/2007

【本報訊】香港國際機場管理局前會長鍾志平，昨日在記者會上表示，國泰航空與機師的合約糾紛，經過雙方多輪磋商，最終達成協議。國泰航空將向機師支付一筆一億三千萬元的一次性補償，並與機師達成新的合約。鍾志平表示，這項協議的達成，標誌著國泰航空與機師之間的長期糾紛終於告一段落。他強調，這項協議是雙方共同努力的結果，體現了雙方互諒互讓的精神。目前，國泰航空的業務運作已恢復正常，機師們也將繼續為乘客提供優質的服務。



Independent English Translation at bottom of article

Jonathan 獲國泰以一萬元作為象徵式的賠償。（陳錦輝攝）

原訴人 Demery Nigel Jonathan 指出，國泰為機師訂立的合約，其薪酬計算方式與一般航空業不同。他指，國泰的薪酬計算方式，是按飛行時間計算，而非按飛行起降次數計算。他認為，這種計算方式對機師不公平，因為機師在飛行過程中需要承擔巨大的風險和壓力，而國泰卻只按飛行時間來計算薪酬。他要求國泰重新審視其薪酬政策，並與機師達成新的協議。目前，國泰方面表示，他們已經在考慮機師的訴求，並將在適當的時候與機師進行溝通。

實際飛行時間計算，即由原本更
際涉及飛行時間計為三四百四十五分，

國泰代表律師在法庭上指出，計算機師薪酬的方式，應與一般航空業一致。他認為，國泰目前的薪酬政策，是基於飛行時間來計算的，這是不合理的。他要求國泰重新審視其薪酬政策，並與機師達成新的協議。目前，國泰方面表示，他們已經在考慮機師的訴求，並將在適當的時候與機師進行溝通。最終，雙方達成協議，國泰將向機師支付一筆一億三千萬元的一次性補償，並與機師達成新的合約。

Independent Translation of Oriental Daily of 1st May 2007:

A Cathay Captain, also former AOA President, was not satisfied to be underpaid by \$3400 worth of Excess Flying Pay. Yesterday the case was heard at the Labour Tribunal and the two parties reached a settlement. Cathay only needed to pay a nominal compensation of one dollar.

Nigel Jonathan Demery pointed out that Cathay usually pay according to the scheduled flying hours. In July last year, for one particular flight, Cathay did not follow the past practice and changed to pay him for the actually operated hours. This meant when he was scheduled to depart at 3pm he was later paid from the actual departure time of 3:43pm causing him to lose 43 minutes of flying pay which amounts \$3445. Claimant was of the view the change of calculating wages was unreasonable

The legal representative for Cathay pointed out that there were 3 methods adopted for calculating pilots' wages. Company will decide which method to adopt according to the circumstances. This was agreed by all pilots. He emphasized that the case is an individual case. After hearing from both sides, Presiding Officer recommended them to try for settlement to avoid legal costs. Eventually the two parties reached the settlement and Cathay only needed to pay a nominal compensation of one dollar.