Trade Union Congress of Namibia
Tel: +264 61 210 754 Fax: +264 64 210 717
P.O. Box 70273 Khomasdal, Windhoek
Email: tucna@iway.na, tucnafederation@gmail.com

NATIONAL ASSEMBLY
2021 -02- 17
RECEIVED: .....

17 February 2021

PETITION: STOP THE LIQUIDATION OF AIR NAMIBIA

Rt. Hon. Prof. Peter Katjavivi - Speaker of Parliament

As employees of Air Namibia, we fully recognise the situation that the National Airline finds itself in today.

The question that needs answering is:

How did we get here; who brought us here; who decided to liquidate the airline and how did they reach this decision?

It is our considered view that the answers to these questions lie with the Cabinet alone because they and they alone took this decision without any reference to anybody else or any scientific evidence.

It is our strongly held view however, that an issue as important as the National Airline which is a parastatal with the state-owned enterprise needs to be discussed and robustly debated by the representatives of the people: parliament and not be left to the narrow decisions of cabinet alone.

Political parties should not be allowed to take decisions with negative consequences for all Namibians in general and workers and their families in particular.

It is in keeping with this spirit that we now make the following demands.

1. That the Voluntary liquidation process be aborted forthwith, and that the shareholder seek other means to continue the operations of an airline under the name of Air Namibia.

2. That a proper process of consultations at all the relevant levels be commenced forthwith with the trade unions representing the employees, which include ultimately constituting a proper mandated parliamentary committee tasked to investigate and to make recommendations to parliament on the issue of the national airline.

3. The investigation report, together with its recommendation(s) must then be debated and shared by parliament for the attention of the nation at large as the authentic and transparent result or outcome that we as the nation will accept.

We now strongly urge you to carry the demands and concerns of the employees to your parliament and cabinet colleagues. We further expect to receive immediate response from your office on our demands and concerns.

Sincerely

Mr. Mahongora Kavihuha
Secretary General
TUCNA

TRADE UNION
CONGRESS OF NAM
2021-02-17
PO Box 70273, Khomasdal
Windhoek, Namibia
Tel: 061-210754, Fax: 061-210717

KENYA AIRLINE PILOTS ASSOCIATION

USALAMA ANGANI
SAFE AIR TRANSPORT

K A L P A

Member of the International Federation of Airline Pilots Association
(IFALPA)
ALL CORRESPONDENCE FOR THE GENERAL SECRETARY

Off Airport North Road, Embakasi
P.O. Box 57509 - 00200 Nairobi, Kenya
Email: kalpa.kenya@gmail.com
Website: www.kalpa.org

Office Mobile: 0722-770844
kalpa kenya
kalpakenya

Our Ref: KALPA/NAPA/01/2021

08th February 2021

The Honourable Leon Jooste
Minister of Public Enterprises.
Namibia

Dear Sir,

RE: Letter of Support to NAPA.

It is with uttermost dismay that we receive the news of the tentative dissolution of the national carrier. Despite the backdrop of the pandemic that has stifled the growth and profitability of many-an-airline, the bulk of the blame for the current state of Air Namibia is the mismanagement of operations by unqualified personnel and interference of varied political interests.

This in itself portends the remedy for the carrier that carries the countries spirit. A robust exercise that involves certified aviation experts, expulsion of incompetent management, as well as enactment of by-laws that prevent the impedance of unwarranted parties should see the airline on a recovery trajectory.

Should this avenue not be conceivable, the onus of safeguarding the rights of the employees is on the shoulders of the Ministry. NAPA and Air Namibia employees have sacrificed to the uttermost of their capacities to see the airline stay afloat and should have their CLA's respected and implemented throughout the ensuing processes.

We look forward to hearing of a non partisan turnaround that honours all those in the employ of Air Namibia.

Yours faithfully,
For and on behalf of KALPA

Captain Murithi Nyagah
GENERAL SECRETARY & CEO

ALPA-SA

Air Line Pilots' Association South Africa

P O Box 796
Kempton Park
1620
South Africa

Tel (+27 11) 394 5500
Fax (+27 11) 970 1357
E-mail: alpasa@iafrica.com

Johannesburg
4 February 2021

The Honourable Minister Leon Jooste
Minister of Public Enterprises of the Republic of Namibia

Honourable Minister Leon Jooste

I am writing to you as the President of the Airline Pilots' Association of South Africa (ALPA-SA), a National Member Association of the International Federation of Airline Pilots' Association (IFALPA) to express the deep concern regarding the future of Air Namibia and all its employees.

IFALPA has been informed by the Namibia Airline Pilots' Association (NAPA), that the Namibian Government appears to be embarking on the possible liquidation of the airline. Over the last number of years, the NAPA and all employees of the airline have made many attempts to assist in order to create a stable and sustainable Air Namibia. Sadly, all of these efforts have been hampered by competing political interests and a Government that could not find a clear, reasonable expectation and vision for the airline, nor the appropriate competencies and resources to achieve such.

We respectfully ask that the Namibian Government consider an appropriate and properly supported restructuring of Air Namibia that engages recognised aviation restructuring professionals and contemplates all possible avenues. Should the Government choose liquidation, please ensure through legislation, that any successor airline to Air Namibia inherit the responsibility and obligation of respecting and implementing the current NAPA CLA as well as the CLA's for all employees.

We at ALPA-SA agree with NAPA that a strong national carrier is of vital interest to the country and its citizens.

Sincerely

Captain Carl Bollweg
President

VEREINIGUNG COCKPIT

Republic of Namibia
Ministry of Public Enterprises
The Honorable Leon Jooste

Via e-mail:
leon.jooste@mpe.gov.na
napa.whk@gmail.com

8th February 2021

MUTUAL ASSISTANCE FOR NAPA - AIR NAMIBIA

Dear Honorable Minister Jooste,

We received notice that the Namibian Government, the single shareholder of Air Namibia, appears to be embarking on the possible liquidation of Air Namibia.

It came to our attention that the NAPA and all employees of the airline have made many attempts to assist over the last number of years in order to create a stable and sustainable airline. Sadly, all of these efforts have been hampered by competing political interests and a Government that could not find a clear, reasonable expectation and vision for the airline nor the appropriate resources to achieve such.

We, the German ALPA, insist on and support an appropriate and properly supported restructuring of Air Namibia that engages recognized aviation restructuring professionals and contemplates all possible avenues. We want to stress out that if the Namibian Government chooses liquidation that they must ensure through legislation that any successor airline to Air Namibia must inherit the responsibility and obligation of respecting and implementing the current NAPA CLA as well as the CLA's for all employees. The NAPA and Air Namibia employees and their CLA's are not responsible for the airline's failings.

We are very worried about the challenges that are brought upon Air Namibia employees. It is an unfortunate development that pilots all over the world have to face similar conflicts in recent times.

During these difficult times we wish that the Namibian Government will find a practicable but fair solution and a long term perspective for all Air Namibia employees.

Yours sincerely,

VEREINIGUNG COCKPIT / German ALPA

Markus Wahl
President

Maria Pascaline Murtha
Board Member International Affairs

Member of ECA
IFALPA The Global Voice of Pilots

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Asociación Sindical de
Pilotos Aviadores de México

AFILIADA A ITF, IFALPA, FLAP, OIT, UNT, FDAN

February 5, 2021.

Namibia Airline Pilots Association (NAPA)

To: **Honorable Leon Jooste**
Minister of Public Enterprises

On behalf of the pilots members of ASPA de México, we want to express our full support to our colleagues of the Namibia Airline Pilots Association.

We urge the Namibian Government to reach an appropriate and properly supported restructuring of Air Namibia that engages recognized aviation restructuring professionals and contemplates all possible avenues.

We want to make clear that if instead, finally, the Government chooses liquidation, it shall be ensured through appropriate legislation that makes sure that any successor airline to Air Namibia must inherit the responsibility and obligation of respecting and implementing the current NAPA CLA as well as the CLA's for all employees.

The Namibian Government has to be aware that the NAPA and Air Namibia employees and their CLA's are not responsible for the airline's failings; that responsibility falls on the Government and the management and Board of Air Namibia.

We remind the Namibian Government has to understand that this is a worldwide crisis, not just a local one, and it has must be solved by seeking to find respectful solutions amongst all stakeholders.

Sincerely,

Capt. Pascual Álvarez del Castillo Sosa
Technical & Foreign Affairs Secretary

Capt. Martín Rafael Díaz-Covarrubias
Secretary General

cc. SFO Heino Jakob. President of NAPA
Sebastián Currás Barrios. Professional & Government Affairs Officer. IFALPA

From: **NAPA** napa.whk@gmail.com
Subject: Letter of support
Date: 8 February 2021 at 8:32 PM
To: David Nelulu dptnelulu@yahoo.com

ALPA Canada
Air Line Pilots Association, Int'l

330 Albert Street • Suite 1210 • Ottawa, ON K1R 7X7
877 373-3131 (toll free)
613-569-5668 (p)
613-569-5681 (f)

February 8, 2021

The Honorable Leon Jooste, Minister of Public Enterprises (via email: leon.jooste@mpe.gov.na)

Dear Minister Jooste :

I am writing on behalf of the 5,500 ALPA Canada members who stand with the 59,000 pilots of ALPA International. Together we also stand unwaveringly behind the Namibia Airline Pilots Association (NAPA) and the employees of Air Namibia.

I understand the Namibian Government (the single shareholder of Air Namibia) appears to be embarking on the possible liquidation of the airline. We are informed that NAPA and all employees of the airline have made many attempts to assist over the last number of years in order to create a stable and sustainable Air Namibia.

It is unfortunate to hear these efforts have been hampered by competing political interests and that the Government could not find a clear, reasonable expectation and vision for the airline nor the appropriate competencies and resources to achieve such.

ALPA Canada suggests an appropriate and properly supported restructuring of Air Namibia. One that engages recognized aviation restructuring professionals and contemplates all possible avenues.

If the Government chooses liquidation we encourage, through legislation, that any successor airline to Air Namibia must inherit the responsibility and obligation of respecting and implementing the current NAPA Collective Labour Agreement (CLA) as well as the CLAs for all employees.

The NAPA and Air Namibia employees and their CLAs are not responsible for the airline's failings; that responsibility falls on the Government and the management and Board of Air Namibia.

In Unity,

Tim Perry
ALPA Canada President
Air Line Pilots Association, Int'l.

c.c.: SFO Heino Jakob, President of NAPA (napa.whk@gmail.com)
Canadian MEC Chairs
Rod Lypchuk, ALPA Canada Vice President, IFALPA Director
Bob Fox, ALPA International First Vice President
Jack Netskar, IFALPA President

SINDICATO NACIONAL DOS AERONAUTAS
BRAZILIAN NATIONAL FLIGHT CREW UNION

OF. PRES. nº 82/2021

São Paulo, Brazil, Feb. 05, 2021

To the Government of Namibia
Honorable Leon Jooste,
Minister of Public Enterprises
leon.jooste@mpe.gov.na

CC: SFO Heino Jakob
President of NAPA
napa.whk@gmail.com

Subject: ***SNA (ALPA Brazil) – Support Letter to NAPA***

Dear Mr. Leon Jooste,

I am writing to you on behalf of all pilots affiliated to **the Brazilian National Flight Crew Union (SNA)**. We stand in solidarity behind **Air Namibia pilots represented by the Namibia Airline Pilots Association (NAPA).**

We have been informed by the Namibia Airline Pilots Association (NAPA), that the Namibian Government (the single shareholder of Air Namibia) appears to be embarking on the possible liquidation the airline. The NAPA and all employees of the airline have made many attempts to assist over the last number of years in order to create a stable and sustainable Air Namibia. Sadly, all of these efforts have been hampered by competing political interests and a Government that could not find a clear, reasonable expectation and vision for the airline nor the appropriate competencies and resources to achieve such.

Hence, SNA supports an appropriate and properly supported restructuring of Air Namibia that engages recognized aviation restructuring professionals and contemplates all possible avenues. If the Government chooses liquidation, they must ensure through legislation that any successor airline to Air Namibia must inherit the responsibility and obligation of respecting and implementing the current NAPA CLA as well as the CLA's for all employees.

The NAPA and Air Namibia employees and their CLA's are not responsible for the airline's failings; that responsibility falls on the Government and the management and Board of Air Namibia.

SINDICATO NACIONAL DOS AERONAUTAS
BRAZILIAN NATIONAL FLIGHT CREW UNION

Therefore, SNA fully supports **Air Namibia pilots represented by NAPA** and will be available to provide all the necessary support to NAPA brothers and sisters.

In Unity,

Marcelo Ceriotti
SNA International Affairs Director and IFALPA Director
IFALPA Regional Vice-President (SAM/SOUTH)
MC:DMJ

UNITED
MASTER EXECUTIVE COUNCIL
UAL MEC
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL
9550 W. Higgins Road • Suite 1000 • Rosemont, IL 60018 • 847-292-1700

Via email

February 5, 2021

The Honorable Leon Jooste
Minister of Public Enterprises
leon.jooste@mpe.gov.na

Dear Minister Jooste,

I write today on behalf of the 13,000 pilots of United Airlines in support of the Namibia Airline Pilots Association (NAPA) and the pilots of Air Namibia.

We strongly support an appropriate and properly supported restructuring of Air Namibia that engages recognized aviation restructuring professionals and contemplates all possible avenues. If the Government chooses liquidation it is imperative that you ensure through legislation that any successor airline to Air Namibia inherit the responsibility and obligation of respecting and implementing the current NAPA CLA as well as the CLA's for all employees.
Sincerely,

Todd Insler
Chairman
United Airlines Master Executive Council
Air Line Pilots Association, International

Cc: United ALPA MEC Members
SFO Heino Jakob, President of NAPA, napa.whk@gmail.com

016/21 L2

February 05, 2021

The Honourable Leon Jooste,
Minister of Public Enterprises
Namibia.

Dear Sir,

We are writing to you on behalf of all pilots affiliated with the Trinidad and Tobago Airline Pilots Association (TTALPA) and we stand in support of Air Namibia Pilots, represented by Namibia Airline Pilots Association (NAPA).

TTALPA has been informed by IFALPA via NAPA that the Namibian Government (the single shareholder of Air Namibia) appears to be embarking on the possible liquidation of the airline and that NAPA and all employees of the airline have made many attempts to assist over the last number of years in order to create a stable and sustainable Air Namibia. TTALPA supports the restructuring of Air Namibia that engages recognized aviation professionals, contemplates all possible avenues and respects the current NAPA Collective Agreement and the CLA for all its employees.

TTALPA fully supports the Air Namibia Pilots represented by NAPA and we are hopeful for positive developments going forward.

Sincerely,
TRINIDAD AND TOBAGO AIRLINE PILOTS ASSOCIATION

Captain Larry Imamshah
Chairman

Cc: SFO Heino Jakob, President - NAPA

Trinidad & Tobago Airline Pilots Association
35A Brunton Road, St James, Trinidad
Phone: (868) 628 2418 / 628 6566 Website: http://ttalpa.com
Email: trinidadalpa@gmail.com

Norsk Flygerforbund

To

The Honorable Leon Jooste
Minister of Public Enterprises, Namibia

Our ref: YC/VFA

Oslo, 08.02.2021

Norsk Flygerforbund - NF (Cockpit Association of Norway) supports Namibia Airline Pilots Association (NAPA) and calls for socially responsible handling of Air Namibia

NF emphasises the importance of responsible development within aviation, i.e., development of business in cooperation with all stakeholders, including governmental authorities, employers and employees. Hereunder social standards, legislation, obligations and rights must be fundamental parts of development. As one of the thirteen founders of the International Federation of Airline Pilots Association (IFALPA), NF is also social partner within the Norwegian Confederation of Trade Unions (LO) representing 952 000 members.

NF calls for the Namibian government to make sure that the restructuring of Air Namibia is carried out in an appropriate manner, which engages recognized aviation restructuring professionals. The employees and their unions must be included in a dialogue to facilitate constructive solutions, and NF would like to highlight that this way of solving industrial challenges has been the foundation of Norwegian industrial history, proving its effectiveness. Solutions are found through collaboration.

The responsibility for Air Namibia's failing, falls on the Government of Namibia, the airlines management and the Board of Air Namibia. In case of liquidation of Air Namibia, NF emphasises the need to make sure that any successor airline to Air Namibia must inherit the responsibility and obligation of respecting and implementing the current NAPA CLA as well as the CLA's for all employees.

Regards,

Yngve Carlsen

President

Vegard Flåten Andreassen

Head of industrial committee

Copy: SFO Heino Jakob, President of NAPA

Norsk Flygerforbund. Drammensveien 43, 0271 Oslo epost. nf@flyger.no tlf. 67 10 26 10 www.flyger.no
Member of ECA and IFALPA

Hong Kong Airline Pilots Association
香港民航機師總會

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Tel: +852 2736 0362
Email: hkalpa@hkalpa.org

Fax. +852 2736 0903
Website: www.hkalpa.org

9 February 2021

The Honorable Leon Jooste
Minister of Public Enterprises, Namibia

By email to: leon.jooste@mpe.gov.na

Dear Sir,

The Hong Kong Airline Pilots Association (HKALPA) representing over 2000 pilots at the commercial airlines in Hong Kong, is the representative body to the International Federation of Air Line Pilots Association (IFALPA) for pilots employed by Hong Kong based airlines.

Through IFALPA, HKALPA has been informed that the Namibian Government appears to be embarking on the possible liquidation of Air Namibia and we are gravely concerned for the future of the employees of Air Namibia.

We strongly encourage you and your team to carry out an appropriate and properly supported restructuring process by engaging some recognized aviation restructuring professionals and contemplate all possible avenues. If the Government chooses the liquidation, HKALPA support the position of the Namibia Airline Pilots Association (NAPA) that the Government of Namibia must ensure through legislation that any successor airline to Air Namibia must inherit the responsibility and obligation of respecting and implementing the current Namibia Airline Pilots Association's Corrective Labour Agreement (CLA) as well as the CLA's for all the employees.

We must emphasize that the NAPA and Air Namibia employees and their CLA's are not responsible for the airline's failings; that responsibility falls on the Government and the management and Board of Air Namibia.

Yours faithfully

Captain Russ Fryett
President

cc: SFO Heino Jakob, President of NAPA

IFALPA

From: **Acipla Uruguay** aciplauruguay@gmail.com
Subject: ACIPLA_URUGUAY
Date: 5 February 2021 at 5:17 AM
To: Leon.Jooste@mpe.gov.na
Cc: Maureen.Meyer@mwt.gov.na, Sholale.Peters@mpe.gov.na, napa.whk@gmail.com

Asociación Civil de Pilotos de Línea Aérea Uruguay

International Federation of Air Line Pilots' Associa
IFALPA
The Global Voice of Pilo

Honorable Minister Jooste,

We have been informed by the Namibia Airline Pilots Association (NAPA), that the Namibian Government appears to be embarking on the possible liquidation the airline. We know that the NAPA and all Air Namibia employees have made many attempts to assist over the last number of years in order to create a stable and sustainable Air Namibia. Sadly, all of these efforts have not been successful.

The Uruguayan Airline Pilots' Association (ACIPLA) highly encourages the Namibian Government to pursue an appropriate and properly supported restructuring of Air Namibia that engages recognized aviation restructuring professionals and contemplates all possible avenues.

We know, based on our own painful experience, that if the Government chooses the radical and irreparable liquidation of the strategic National Carrier, they must ensure through proper legislation that any successor airline to Air Namibia **must** inherit the responsibility and obligation of respecting and implementing the current NAPA Collective Labour Agreement as well as the CLA's for all employees. The NAPA and Air Namibia employees and their CLA's are not responsible for the airline's failings; that responsibility falls on the Government and the management and Board of Air Namibia.

The successful outcome of this process will be vital for the quick and sustainable redeployment of Namibian tourism and aviation industry on the other side of the pandemic.

We respectfully offer you our experience to assist you in this endeavour and we truly hope for a good outcome that benefits everyone involved: Air Namibia employees, the Airline and the Government.

Respectfully,

Captain Marcelo Acuna

President of ACIPLA