

# Hong Kong Aircrew Officers Association

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Member of International Federation of Airline Pilots Associations  
Member of Oneworld Cockpit Crew Coalition

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26 October 2020

By Email & Post

Mr. Carlson KS Chan, Commissioner for Labour  
Labour Department  
16/F, Harbour Building  
38 Pier Road  
Central  
Hong Kong

URGENT MATTER: CATHAY PACIFIC HKAOA EMPLOYEES

Dear Commissioner Chan,

I write with urgency to meet with yourself or another senior representative of the Labour Department on the afternoon of Tuesday, 27 October. This date is critical as the first deadline for a career and life defining decision by the Cathay Pacific pilots is Wednesday, 28 October.

The issue that requires your assistance is related to the Labour Department's Press Release of 21 October on Cathay Pacific Group's restructuring.

To quote the Labour Department's own Press Release, "*The employer should consult and secure consent from its employees prior to varying the terms of their employment contracts.*"

No such consultation has occurred between the Hong Kong Aircrew Officers Association (HKAOA) and the management of Cathay Pacific.

Further, the requirement to sign a new contract in the unrealistic period of one or two weeks is grossly unfair, after which termination is automatic.

You further state, "*Failing to do so may constitute unreasonable variation of the employment contractual terms.*"

This lack of consultation, an unfair "draconian" (Reuters) decision period, and a question as to whether consent can legitimately be given under these circumstances are of great concern. We wish to discuss the actions to be taken in order to preserve the statutory rights and uphold the moral obligations of Cathay Pacific to its pilots.

I am attaching very recent SCMP and Reuters reports which make clear how serious this situation is, both for our membership and for Hong Kong's reputation as offering employment conditions in line with recognised international standards.

We need your help to ensure Cathay Pacific lives by your rules!

Regards,

A handwritten signature in black ink, reading "Tad Hazelton". The signature is written in a cursive style with a large, stylized initial "T".

Captain Tad Hazelton  
HKAOA Chairman

cc: Hong Kong Media  
attachments: