



東京宣言の採択と国交省要請 IFALPA IND/LEG/A&F Committee @TOKYO 報告

2013年10月21日～24日、都内ホテルにおいて、IFALPA IND(Industrial:労働条件)、LEG(Legal:法務)および Administration & Finance(運営・財務)の3つの委員会が開催され、20数カ国から総勢50名の代表が集まりました。

東京での開催は、2003年以来10年振りとなり、今回は特にJALの整理解雇問題についてIFALPAの更なる支援と協力を要請するために招聘しました。IND及びLEG委員会において、JALの整理解雇問題の経緯並びにILO勧告をめぐる日本政府と日本航空の状況などが報告され、「JAL整理解雇問題とILO勧告について」と題するプレゼンテーションも行われました。

これらの両委員会での報告を踏まえて、IFALPAの「東京宣言」が検討され、採択されました。これを受けて、日乗連は、この「東京宣言」について10月23日に記者会見を開きました。会見には日乗連役員及び顧問弁護士その他、IFALPA Deputy President、Managing Director、IND/LEG委員会両Chairman、OCCC(Oneworld Cockpit Coalition) Chairmanの計6名が出席し、日本航空の解雇の不当性を訴えました。

更に、記者会見後、会見に出席した全員で国土交通省航空局へ向かい航空局航空ネットワーク部航空事業課課長他2名と面会し、「IFALPA東京宣言」を提出すると共に、問題の早期解決を促す要請を行ないました。尚、この要請では、「ECA(European Cockpit Association)声明」と「OCCC声明」も合わせて提出されました。「IFALPA東京宣言」に呼応してECAとOCCC両団体が連携の取れた声明を発表したことは、日乗連がこれまで行ってきた継続的な国際活動の成果の表れであると思います。



以下に「IFALPA東京宣言」の和訳と、次頁以降にIFALPA/ECA/OCCC声明の原文を紹介します。

国際定期航空操縦士協会連合会(IFALPA)は、世界100か国、10万人のパイロットを代表する団体である。

今週東京において、IFALPAの労働問題(Industrial)委員会および法務(Legal)委員会が開催されている。その中で、2010年12月31日に社員の解雇をもたらした日本航空(JAL)の再編について報告がなされ、年齢の高い者、過去に病欠欠勤を取得した者が解雇の対象になったという事実を知り大いに失望した。差別を基準にしてパイロットを解雇することは間違いであり、公正かつ人間の尊厳を根本から踏みにじるものである。

JALの行為を是認した東京地方裁判所の判決は残念なものであり、かつ誤りであると確信している。両委員会によるこの結論は、2012年6月に国際労働機関(ILO)が表明した「JALの解雇は第87号および第97号を含むILO条約を侵害するものであり、速やかに是正されるべきである」という宣言によっても裏付けられている。

しかしながら、日本政府とJALの経営陣はこれまでILOの勧告に従っていない。さらに、JALがこの不当解雇の問題に対処するため労働組合との協議を拒否し続けていることは、良好な労使関係を保つ上で重大な過ちである。

IFALPAの労働問題委員会および法務委員会は、この争議の速やかかつ納得のいく解決策を見出すために、JAL経営陣が誠意を持って労働組合と協議するよう指導することを、日本政府に対し要請する。

IFALPA 会長 Captain Don Wykoff 2013年10月22日

(訳責:日乗連)



TOKYO DECLARATION

The International Federation of Air Line Pilots' Associations ("IFALPA") speaks for 100,000 professional pilots represented by 100 member associations around the world. The IFALPA Industrial and Legal Committees are holding their annual meeting in Tokyo this week. These committees have been briefed on and discussed the Japan Airlines ("JAL") reorganization which motivated the dismissal of airline personnel on December 31, 2010. The Committees were dismayed to learn that JAL selected their most senior pilots and those who had used sick leave to be dismissed. The discriminatory methods used to dismiss these pilots were wrong and violated the basic principles of fairness and human dignity.

The Committees believe that the Tokyo District Court's judgment upholding JAL's action was disappointing and flawed. This conclusion is supported by the Declaration of the International Labor Organization ("ILO") that was issued in June, 2012, "that JAL's dismissal violates ILO Conventions including Convention Nos. 87 and 98, and speedy corrections must be made."

However, the Japanese government and JAL management have not followed the ILO decision. Further, JAL's continuous refusal to talk with the labor unions to address these unjust dismissals is a serious mistake for good labor relations.

The IFALPA Industrial and Legal Committees appeal to the Japanese government to encourage JAL management to work with the labor unions in good faith to reach a speedy and satisfactory resolution of this dispute.

A handwritten signature in black ink, appearing to read "Don Wykoff", is positioned above the printed name.

Captain Don Wykoff
President

22 October 2013

Headquarters

485 McGill Street Suite 700
Montreal Quebec H2Y 2H4
Tel. + 1 514 419 1191 Fax. + 1 514 419 1195
email ifalpa@ifalpa.org www.ifalpa.org



ECA
Piloting Safety

DISCRIMINATORY DISMISSAL of JAPAN AIRLINES PILOTS

- ECA Declaration –

The European Cockpit Association (ECA) represents over 38.000 professional airline pilots from national pilot associations in 37 European states.

As President of ECA I attended the IFALPA Industrial and Legal Committees' annual meeting in Tokyo, this week. The participants of these committees have been briefed on and discussed the Japan Airlines (JAL) reorganization which led to the dismissal of airline personnel in December 2010. As all the other participants from across the globe, I am dismayed to learn that JAL specifically dismissed their most senior pilots and those who had used sick leave.

ECA considers the discriminatory methods used to dismiss these pilots as wrong and violating the basic principles of fairness and human dignity. ECA believes that the Tokyo District Court's judgment upholding JAL's action was disappointing and flawed. This conclusion is supported by the Declaration of the International Labor Organization ("ILO") that was issued in June, 2012, "that JAL's dismissal violates ILO Conventions including Convention Nos. 87 and 98, and speedy corrections must be made."

However, the Japanese government and JAL management have not followed the ILO decision. Further, JAL's continuous refusal to talk with the labor unions to address these unjust dismissals is a serious mistake for good labor relations.

ECA therefore joins its colleagues from other countries and appeals to the Japanese government to encourage JAL management to work with the labor unions in good faith to reach a speedy and satisfactory resolution of this dispute.

Nico Voorbach
ECA President

Tokyo / Brussels, 22 Oct. 2013



Corporate Headquarters, 14600 Trinity Boulevard, Suite 500 • Fort Worth, Texas 76155-2512 • 817.302.2272 • www.oneworldpilots.org

I am the chairman of the Oneworld Cockpit Crew Coalition (OCCC), which consists of more than 28,000 professional pilots who fly for oneworld Alliance member carriers, including the pilots of Japan Airlines.

OCCC members have been observing the Japan Airlines' bankruptcy restructuring with great interest and have in particular serious concerns about the dismissal of certain cockpit crewmembers based on age and personal health records.

In protest of this unacceptable action, the OCCC has in the past issued a petition to the Tokyo District Court and a statement to Japan Airlines management.

In March 2012, the court unfortunately upheld the dismissals, thus condoning discrimination based on age and personal health records. Needless to say, discrimination based on age is illegal in many countries and deviates from contemporary global standards.

Japan Airlines management has for the past two years continuously refused to negotiate solutions with the unions. Furthermore, the Japanese government and Japan Airlines management have failed to adopt the ILO recommendations concerning the case of possible infringements to ILO Conventions No.87 and No. 98 (ILO case No.2844).

We ask the Japanese government to urge Japan Airlines to address this situation, which disregards an individual's dignity and right to work.

In support of the efforts by Japan Airlines' pilots, this statement was released at the OCCC meeting held in Tokyo, Japan, in October 2013.

Yours sincerely,

*Captain Anthony Chapman,
Chairman Oneworld Cockpit Crew Coalition*

