

## The 2017 Pilot Unity Fund

*A crowdsourced fund to provide a fair income to pilot leaders who have distinguished themselves in the pursuit of the Freedom of Association & Collective Bargaining for their profession, finding themselves recently and unexpectedly unemployed.*

- Donations will be collected in a dedicated bank account in Belgium, under the name of ECA and controlled by the ECA Executive Board.
- This fund is crowdsourced, and open to direct donations from all, and will be administered at the discretion of the ECA Executive Board, which in case of uncertainty may consult with any body deemed representative of the relevant pilot body by the ECA Executive Board itself.
- Awards are available to any pilot leader who in the judgment of the ECA Executive Board has distinguished themselves as a pilot representative in the collective pursuit of the Freedom of Association and/or Collective Bargaining for their profession since August 2017, who find themselves unexpectedly without employment.
- The collected money will be used to pay a fair income for a default maximum of six months, or until they are able to secure another job, or until their case is resolved in their favour by court action, whichever comes first, in one of the following cases:
  - o If dismissed or constructively dismissed by their airline
  - o If stood down or otherwise subject to detriment that results in cessation of normal remuneration whilst still 'engaged' by their airline
  - o Other similar case not yet foreseen that the ECA Executive Board determines qualifies for award.
- Awards are intended for pilots who are members of an ECA Member Association, though will be considered for pilots who are not members of an ECA member association in exceptional circumstances. Awardees will be nominated by the ECA Executive Board, who may also take recommendations from any body they deem representative of the relevant pilot body. Individual applications for award may not be considered.
- Individual direct donations of over 500 euros may be the subject of specific and individual refund arrangements in the event that they are not used for the main purpose of the Fund, by mutual agreement with the ECA Executive Board. After a maximum of 2 years, the ECA Executive Board will review the need for continued use of the fund and if and when appropriate will close the fund and distribute any unused and un-refunded monies between the disaster relief funds of the International Committee of the Red Cross, and the Human Rights and Free Speech campaigns of Amnesty International.
- The ECA will communicate transparently on how the money is spent, issuing regular reports. However, privacy of individuals and organisations that might face direct or indirect repercussions will be protected.
- All executive and administrative decisions of the ECA Executive Board on use of the fund, level of award and whether to award are discretionary and final. The Executive Board may voluntarily consider an appeal, in which case consultations on these issues may occur with relevant peers of potential awardees. There is however no absolute right of appeal.

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