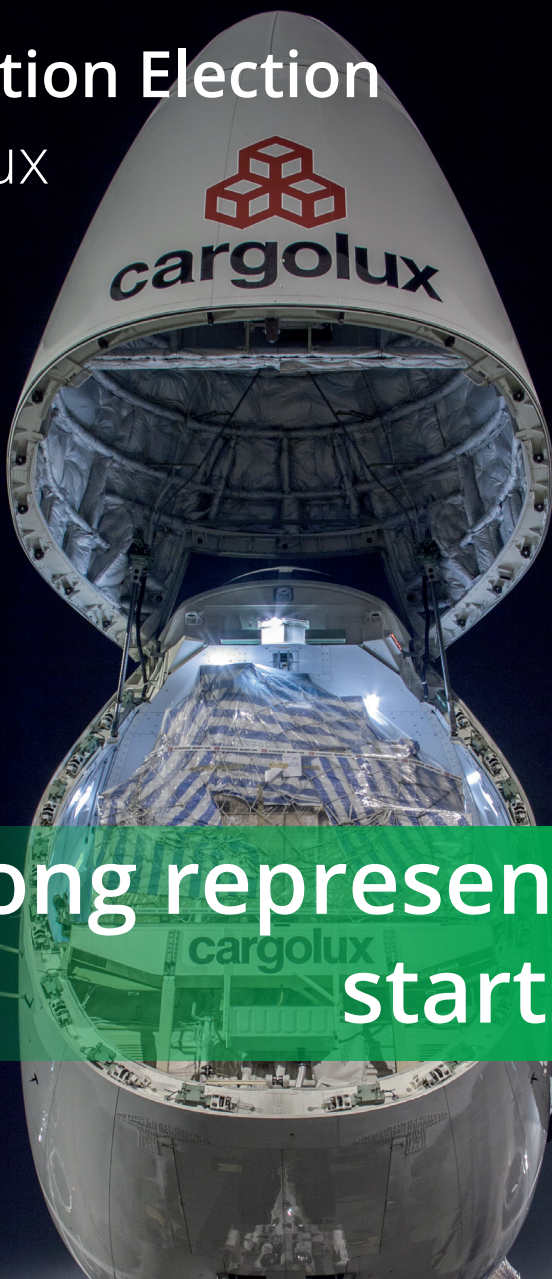


Delegation Election Cargolux



Strong representation
starts here

Your Candidates





AGERSKOV, Lukas
First Officer



BECKER, Dirk
Captain



COLLETT, Nicholas
First Officer



DE VEEN, Eric
First Officer



DITSCHIED, Nikolai
First Officer



DOS SANTOS, Tobias
First Officer



EHRENFELD, Jochen
First Officer



EHRT, Marc
Captain



EICHHORST, Oliver
Captain



FLEISCHMANN, Heiko
Captain



HERBOLD, Andreas
Captain



KAISER, Michael
Captain



KARAMBILAS, George
Captain



KNAPP, Marcel
First Officer



LIENBACHER, Alex.
Captain



MAZZEO, Lorenzo
First Officer



It's about you and your future



Dear Colleagues,

We are pleased to present you the LCGB candidates for the Cargolux Staff Delegation election, which takes place on March 12th, 2024. This list consists only of ALPL pilots, who are willing to represent your interests.

There is a good mix of candidates both experienced and new colleagues, prepared to represent your interests during the next five years. For those on our list, who have been involved in staff representation as delegates or board members for many years, it is encouraging to see some of our younger colleagues stepping up.

As pilots we cannot emphasize enough the need of a strong presence in the Delegation to support the values and goals your ALPL upholds.

We are pilots but do realize, as employees, it is our responsibility to keep Cargolux a successful company and to make it a sustainable place to work for all employees, pilots and ground staff. As we have shown in the past, the pilots will continue in the Delegation to support every fellow group of employees with fair and assertive representation.

On the following pages a few candidates have taken time to share some of their thoughts and insights into what the LCGB list stands for. As a group of candidates we share these values and look forward to representing your interests in the future.

The message is simple: Make you voice heard - VOTE!

Your LCGB Candidates





“*Solidarity and unity are the pillars for a strong representation*”

Michael Kaiser
Captain



Exercise your right and make your voice heard

Michael Kaiser

We have witnessed the continued pressure and deterioration of terms and conditions of our profession in recent years. A pressure driven by global changes in the airline industry and profit optimization by airline managements, which was very often accelerated by a crisis like the COVID-19 pandemic.

Having a sound presence and strong representation not only in pilot associations like the ALPL but also within the Delegation, the legal body that represents the employees within Cargolux, is of utmost importance and cannot be overemphasized in times like this. Whilst for most Cargolux pilots some sort of staff representation has always been taken for granted, quite some new colleagues know what it actually means not to have one at all.

One can always argue about what should have been done differently in the past, why things happened as they happened, but this much is certain: No representation means that there would be nobody management have to listen to and that our voices would go unheard with all consequences for our group and for each individual pilot!

Solidarity and unity are the pillars for a strong representation of the pilot community – a community of Captains and First Officers, senior and junior pilots alike. Solidarity and unity are key elements to achieve our aim to defend, maintain and improve our working conditions in the future.

Exercise your right and make your voice heard! It's simple: Vote List 1!





“*More than ever before, we need committed employee representation*”

Johannes Wingenfeld
Captain



Exercise your right and make your voice heard

Johannes Wingenfeld

The constantly changing global airline business requires a present employee representative body that can react agilely to problems in order to find solutions that are acceptable to both sides.

To name just two examples, we have to take account of the fact that the business is moving away from primarily standard routes to more flexible ad hoc charters, which is leading to changes in our operational planning and we can adapt and actively shape this in our committee work as delegates.

The introduction of a new fleet has already found its way into the new contract to establish an employment guarantee and a clear staffing procedure. We must accompany this process in close cooperation with the parties involved in order to find a fair and promising procedure for everyone.

More than ever before, we need committed employee representation to make our interests heard and to counterbalance new rules and ideas imposed by management.

After the intensive work in preparation for the negotiations, the negotiations themselves and the drafting of the text, I would like to continue working with my colleagues to ensure that the changes are implemented as agreed and continue this work for us in order to further expand our professional relationship with flight operations and management.

There are always ways to make good working conditions even better.





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It is essential to have a competent pilot representation

Bernhard Novak
Captain

Shape your own future!



Bernhard Novak

In my 23 years as a pilot at Cargolux and in my many years as a pilot representative, delegate and member of the CWA negotiating team, I have experienced some ups and downs for the pilot community.

Industry competition and cost pressure repeatedly encourage airline managers to reduce costs by adversely changing the working conditions for pilots. A particular example of this was the so-called “B-Scale” introduced at Cargolux in 2016 for newly hired pilots. This worsening of working conditions and salaries served not only the purpose to reduce costs in the long term, but also to divide the pilot community. Fortunately, with the support of the entire pilot community during the negotiations for the CWA signed in 2019, the pilot representation was able to remove this inequality between pilots.

This example clearly shows two things: firstly, the working conditions in a CWA are not permanently carved in stone and can change quickly and secondly, how important the combination of efficient interest representation and a united pilot community is.

The Delegation represents the legal representation of interests and the mouthpiece of all employees towards a company. It serves to monitor compliance with the CWA “in peacetime” and also to uncover and resolve undesirable developments and grievances. Without this representation, employees would be on their own, unable to safely speak with one voice and would ultimately be at the mercy of management’s one-sided decisions.

In order to guarantee competent representation of interests for the complex working conditions of pilots, colleagues from the flight deck are needed in the Delegation! I am willing to continue my representation work and would like to ask you for your support.

Make your voice heard for your concerns and don't let others decide for you... choose your representatives on List 1!





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*Only Pilots can represent the
Interests of Pilots*

Dirk Becker
Captain



Only Pilots can represent the Interests of Pilots

Dirk Becker

It is important for us pilots to be well represented in the Delegation. However, this is not a matter of course. History has shown what can happen to our terms and conditions if our interests are not represented by pilots.

Until about 20 years ago, it didn't matter whether the pilots were represented in the Delegation. Management accepted the ALPL Board as a negotiating partner. At some point this changed, and management no longer accepted the ALPL Board as a representative body of the pilots. From then on, it became important for us pilots to be adequately represented in the Delegation to ensure that our interests are properly represented in day-to-day matters and especially in CWA negotiations.

Unfortunately, in 2011 we lost our previously strong position in the Delegation. The result was that the interests of the pilots were "represented" by others. This culminated in the CWA of 2015, which was signed against the clear will of the pilots and which, for example, introduced the "B-Scale". It took five years and a successful Delegation election in 2019 for a CWA to be signed the same year, which abolished the "B-Scale" again and ensured better working conditions for all pilots.

Without a doubt, the CWA is the most important achievement when it comes to our working conditions. However, there are other aspects to representing our profession. Over the years, ALPL Board members and delegates have ensured that, for example, flight data monitoring or fatigue risk management have been introduced based on industry best practice. Any changes to these procedures will have an impact on our working environment. Together with the other candidates, I will work to ensure that what has been implemented over the last few years is maintained and, where possible, expanded.

That is why we as pilots must once again be strongly represented in the Delegation to be elected. Please take the time to cast your vote. Every vote counts!



XLCGB
List
1



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*A strong Delegation will
be our best defence*

Ingo Schuster
Captain

Unity is paramount!



Ingo Schuster

The unfortunate necessity of the first industrial action in the history of Car-golux impressively revealed the preparedness of pilots and maintenance personal alike to not accept the widely known disrespect that we as employ-ees have been confronted with.

During scheduled Joint Delegation Meetings the Delegation members have the opportunity to remind senior management that it is in the better interest of all of us, to work with, and not against the employees.

A good result in the upcoming Delegation election is therefore essential to ensure that we can speak with a strong voice, supported by all of you.

On a personal note I'd like to share that Social Media and rumours can be a threat to our unity. It is important to share facts which have to be gathered first. As a member of the Delegation I will continue to promote pro-actively sharing information but also contribute in clarifying misunderstandings that might evolve out of the rumours mill.

Last but not least I'd like to underline the importance of committee work. As pilots we spend a significant part of our lives en-route, requiring constant at-tention. A representation through the Delegation contributes to a construc-tive dialogue, face to face, helping to find acceptable solutions.

In summary I am all for a social dialogue in good faith, maintaining credibility and I am for reasonable solutions. A strong Delegation will be the best de-fence against the above mentioned disrespect!





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*It should not be underestimated,
how important a strong
representation is*

Heiko Fleischmann
Captain



Strong representation is important!

Heiko Fleischmann

The Delegation can be seen as a counterweight towards management, like the opposition parties in a democratic country.

While management mostly is concerned about the benefit of the Company, the Delegation makes sure that the labour law is observed, that decisions and possible mistakes done by management don't lead to social discrepancies and deficiencies and that the interests of the employees are not left behind.

During the last 5 years many things have happened within and outside of Luxembourg which affected the employees of our Company to a big extend.

While a lot of work of the Delegation happens in the background and is not always obvious to the employees, the handling of the pandemic by all parties involved is a good example for the importance of a strong Delegation.

Although it must be said that the pandemic was a unique and extreme challenge, during this time, members of the Delegation frequently had meetings with management, to bring forward the concerns and issues of the employees and to find solutions for the most important problems.

As there certainly will be challenges ahead, it should not be underestimated, how important a strong representation of all employees towards the management is and therefore, please take the time and cast your vote for the above-mentioned reasons and for the benefit of us all.





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*We have to remain vigilant that
our working conditions do not suffer,
and safety is not compromised*

Olle van Zweden
First Officer



Pilots are only effectively represented by pilots

Olle van Zweden

As we all have experienced, recent years have been challenging in different ways. Especially during COVID many of us have been exposed to unusual circumstances and limitations where much flexibility was required due to network changes, crew shortage and in-room confinement. The fact that we are used to work in a dynamic business environment helped us to adapt fast to all the changes and to achieve excellent business results.

It is however this ever-changing nature of our business that makes it extremely important to remain vigilant that our working conditions do not suffer and safety is not compromised in any way. In order to achieve that, it is of utmost importance to maintain a regular and open dialogue with management in the employee Delegation.

To ensure that pilot-related issues are not being ignored it is important that pilots gain a majority in the upcoming Delegation elections. As the past has shown, pilots are only effectively represented by pilots. Moreover, during recent years the ALPL has been very effective with pilot representatives also taking part in the employee Delegation, so let's make this happen again and vote!





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It's important to defend the interests of the pilot community with one powerful voice

Tobias Woll

First Officer

Let's take our future in our own hands!



Tobias Woll

Especially the past four years showed the importance of a pilot union, Delegation and a CWA.

COVID 19 and all the burden that came with it, especially for us pilots, have been completely new for Cargolux and the industry in general. We got the chance to learn about the positive and the negative impacts for our work and social life, at home and abroad. We saw the importance not to be alone but to defend the interests of the pilot community in front of management with one powerful voice.

Of course, it is impossible to please every individual's person wishes, and there is room for improvement in the future, but it's a learning process and we get better and better with your help.

After I joined Cargolux in 2016, we managed to get rid of the so called B-Scale, we got improvements in sustainable flight time limitations, roster bidding will be more flexible with a higher success rate in the near future, we have the index protection in our CWA - just to name a few achievements that we gained because we stood united and showed our will to fight for our future.

If we want Cargolux to become what it used to be for most of its history, the employer of choice with its Cargolux spirit, then we all - junior and senior pilots - must stand up, stop complaining and take our future in our own hands.

One first step is to cast your votes for List 1 to ensure a strong pilot representation within the Delegation!





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The importance of effective employee-representation cannot be underestimated

Markus Neuber
Captain

Participation by representation



Markus Neuber

Active participation, representation and solidarity form the bedrock of effective union work, a conviction I hold firmly. This belief was underscored not only during the pandemic, which marked one of the most challenging periods in my nearly 24-year tenure at Cargolux but also during subsequent efforts to mitigate the aftermath.

Throughout these challenging times, the workforce, both on the ground and in the air, bore the weight of numerous restrictions, making our tasks significantly more strenuous and, at times, nearly unbearable. Simultaneously, company profits surged to unprecedented levels.

But even after the crisis abated, a substantial portion of our Delegation's efforts focused on rectifying newly imposed rules and restrictions. This was essential to prevent the establishment of a "new normal" that could have irreversibly deteriorated our working conditions.

The employee Delegation, in this context, emerges as an indispensable tool in maintaining a system of checks and balances. It allows employees to articulate their interests and contribute to a rule-making process that would otherwise be opaque, often arbitrary, and frequently profit-driven.

For me, being a delegate is a unique opportunity to participate in a decision-making process that ultimately impacts every employee in the company. In essence, it is not solely about enhancing our working conditions; it is about seizing control of our destiny and actively shaping the future of our workplace.





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*Unity is what drives
us forward*”

Lukas Agerskov
First Officer

Unity is the future of Cargolux



Lukas Agerskov

After five tumultuous years, which have seen COVID restrictions, profit shares and industrial action, a new Delegation must look ahead for what the next 5 years will bring. A theme that has been on many pilots' minds has been transparency issues, a lack of appreciation and relevance in the big machinery that is modern day Cargolux.

The company has been blessed with good years, strong yields and a hard-working pilot group. We have shown our willingness when demanded upon and dissatisfaction when the willingness has not reciprocated. The latter one, unfortunately, too often!

This last year has shown how difficult small improvements are in good times of business, and is giving us a foreshadowing of the challenges we will face in the next few years when business will start to decline. As new aircraft types and other structural changes start taking shape in the next few years, we will once again find ourselves in a similar situation to 2015, if we do not step up and make sure we stand together as a strong union.

The unity we showed during the last strike, must not just be repeated... It must be expanded! Gaining the trust of younger colleagues who feel under-represented, as well as regaining the trust of colleagues who have felt mistreated. A key to this is a union, which needs to be transparent, bold and adaptable to the community. All values that I hope to contribute to.

This, however, we can only do if we are represented. So put your votes to LCGB, to ensure that our interests are represented as thoroughly as possible.





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*As staff we make
the difference*

Thomas Reijn
First Officer

It's important to receive the representation we deserve!



Thomas Reijn

Since I joined Cargolux in 2014, I have consistently observed the success of the company lying in its workforce. It is us - the staff - who dedicate our working lives to Cargolux and make a difference in a globally competitive environment. Whether we as pilots are flying extra hours, mechanics are working additional shifts to keep our fleet airborne, or various departments in the office are ensuring the continuity of our operations, we all go the extra mile. We work long days, put in extra hours, and deliver outstanding service to our customers.

Therefore, it is of utmost importance that we, the staff who make the difference, receive the representation we deserve within our company. Representation in the Delegation is one of the tools for us employees to continue flying into the future, ensuring sustainable working conditions, fair rewards in our working lives, and for our pensions.

As this is something I genuinely believe in, I am pleased to be on the list of candidate delegates to have the opportunity to stand, fight, and defend these values. This is achievable through firm yet effective communication with management. Ensuring that, by working together, the Delegation and management as partners can yield positive outcomes for our most important asset: us, the staff committed and loyal to Cargolux.



List I
LCGB



AGERSKOV, Lukas			
BECKER, Dirk			
COLLETT, Nicholas			
DE VEEN, Eric			
DITSCHIED, Nikolai			
DOS SANTOS, Tobias			
EHRENFELD, Jochen			
EHRT, Marc			
EICHHORST, Oliver			
FLEISCHMANN, Heiko			
HERBOLD, Andreas			
KAISER, Michael			
KARAMBILAS, George			
KNAPP, Marcel			
LIENBACHER, Alexander			
MAZZEO, Lorenzo			
MYERS, Darrell			
NEUBER, Markus			
NOVAK, Bernhard			
PELZER, Thorsten			
REIJN, Thomas			
ROESER, Marc			
SCHROEDER, Martin			
SCHUSTER, Ingo			
SCHUSTER-WOLDAN, Peter			
SIPPLE, Ralf			
STEFANSSON, Margeir			
VAN ZWEDEN, Olle			
VOGT, Björn			
WINGENFELD, Johannes			
WOLL, Tobias			
ZÖHRER, Gerald			



MYERS, Darrell
Captain



NEUBER, Markus
Captain



NOVAK, Bernhard
Captain



PELZER, Thorsten
Captain



REIJN, Thomas
First Officer



ROESER, Marc
Captain



SCHROEDER, Martin
Captain



SCHUSTER, Ingo
Captain



SCHUSTER-WOLDAN
Captain



SIPPLE, Ralf
Captain



STEFANSSON, M.
First Officer



VAN ZWEDEN, Olle
First Officer



VOGT, Björn
Captain



WINGENFELD, Joh.
Captain



WOLL, Tobias
First Officer



ZÖHRER, Gerald
Captain



How to cast your votes?



You have 32 votes!

You have 2 options to cast your votes:

- A** Vote the list
- B** Spread your votes

Recommended!

A Vote the list

The simplest way to cast your votes is to mark the circular box above **List 1 LCGB** by placing a **,X'** in the circular box. If you do so **all** of your 32 votes will be allocated to the **LCGB** list.

Attention:

If you choose this option you must **not** put any further cross in the boxes next to the candidate names of any list. Otherwise your ballot will be void and all your 32 votes will be lost!



B Spread your votes

When not marking the circular box above **List 1 LCGB**, you can cast one or two votes for candidates up to a maximum of 32 votes.

Attention:

If you choose this option make sure to use **all** your 32 votes. Unused votes are lost!

If you choose this option you must **not** mark the circular box above any list!

Any ballot

- which contains more than 32 votes, or
- which contains signs, strokes or any other mark liable to reveal the identity of the voter

will be considered void and all your votes are lost!

