

Independent Translation of Oriental Daily of 1st May 2007:

A Cathay Captain, also former AOA President, was not satisfied to be underpaid by \$3400 worth of Excess Flying Pay. Yesterday the case was heard at the Labour Tribunal and the two parties reached a settlement. Cathay only needed to pay a nominal compensation of one dollar.

Nigel Jonathan Demery pointed out that Cathay usually pay according to the scheduled flying hours. In July last year, for one particular flight, Cathay did not follow the past practice and changed to pay him for the actually operated hours. This meant when he was scheduled to depart at 3pm he was later paid from the actual departure time of 3:43pm causing him to lose 43 minutes of flying pay which amounts \$3445. Claimant was of the view the change of calculating wages was unreasonable

The legal representative for Cathay pointed out that there were 3 methods adopted for calculating pilots' wages. Company will decide which method to adopt according to the circumstances. This was agreed by all pilots. He emphasized that the case is an individual case. After hearing from both sides, Presiding Officer recommended them to try for settlement to avoid legal costs. Eventually the two parties reached the settlement and Cathay only needed to pay a nominal compensation of one dollar.

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