



FÍA

Newsletter

FÍA Newsletter // 06 - 2022



COAST GUARD
PILOTS: STILL NO
CLA IN SIGHT!

LACK OF FUNDS
THREATENS SEARCH
AND RESCUE

STATE CONTRACTS
SOCIAL DUMPING
AIRLINE TO TRAN-
SPORT WEAPONS

EFÍA: DOMESTIC
SPECIALIZED
INVESTMENTS

ÖFÍA: NEW FLIGHT
SAFETY CAMPAIGN

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An official owns a share in a company that he hired to transport military equipment. The article, written by Helgi Seljan, is republished from Stundin.



“THE LEGISLATURE HAS
SPOKEN AS WELL AS THE
JUDICIARY, BUT THE
EXECUTIVE BRANCH
REMAINS SILENT.”

Dear comrades,

Now the summer is over and most of us are in high spirits. It is gratifying to see a turnaround for airlines after two very challenging years. The vast majority of FÍA members have regained their jobs that were lost due to Covid-19. There are still about 150 members who have not got their jobs back, which is a pity. However, I am optimistic regarding continued re-employment in the coming months and that next spring all our members will be employed.

The work in FÍA goes on as usual, so to speak. Committees and councils perform their specified tasks. There have been indications that rosters are not set up within the framework of wage agreements. We ask members to remain vigilant about this and notify the Company Council if there is a suspicion that changes are out of frame.

There is still no agreement with the 3 flight operator operators of the flight schools, but that work is in good working order.

Next up is the State for the Coast Guard pilots. That dispute is at a standstill, as you might have seen in the media. The State Negotiation Committee has not compromised in its position by chipping at one of the cornerstones of aviation safety, which is the seniority list. We will not negotiate on aviation safety and we will seek any possible ways to avert that danger.

Last but not least we have the case of Bluebird. FÍA is now suing for damages due to their illegal dismissals of FÍA pilots. It is incredibly frustrating to observe the inaction of the government in the matter. Bluebird has repeatedly been judged to be in the

wrong, throughout the court system. Investigative journalists have shown some interest in the case, and recently articles appeared in the media reporting on corruption and poor governance related to the company and the country's administration. In any case, the legislature has spoken as well as the judiciary, but the executive branch remains silent. FÍA representatives have a scheduled meeting with the Minister of Social Affairs and the Labor Market later in June. Hopefully some answers can be found from those responsible for the issue.

EFÍA's annual meeting was held at the end of May. There, the board of the fund presented the status of our pension fund. It is gratifying to see the fund's strong position and the results of the foresight and policy that the board has set and worked on in recent years.

Members have shown interest in pension issues and attendance at EFÍA meetings is good compared to other funds. However, as usual the vast majority of the meeting guests were pilots who have reached retirement age. I would like to take this opportunity to encourage younger people to attend these meetings and get involved in these issues early in their careers.

The Pilot Coffee has become a regular feature, held on the last Wednesday of each month at 10:00. We encourage members to stop by at Hlíðarsmárin, meet with colleagues, and discuss issues over steaming cups and refreshments. FÍA board members try to attend these meetings, if we are not in the air.

Yours sincerely
Jón Þór Þorvaldsson, President of FÍA.



ECA Legal Meeting in Brussels

The ECA Legal Working Group met at the end of March in Brussels and Sonja Bjarnadóttir Backman, FÍA's lawyer, attended the meeting. The group includes lawyers who work for pilot unions across Europe. This network has proved to be very beneficial for FIA, e.g. in our fight against social dumping and bogus contracting. The group members showed great interest in receiving further information about the state of affairs regarding the Bluebird Nordic, and especially why the government has not put its foot down to insist the company operates in accordance with current laws and wage agreements. It was also considered critical that the Icelandic state is opposing the Coast Guard pilots' seniority list, a recognized tool for ensuring flight safety.

Get home safely!

The FIA's Safety Committee has recently launched a campaign called 'Come Home Safe', which focuses on the safety of commercial pilots who fly privately as well. Three posters were created that cover these safety issues, and can be obtained at the FÍA office.

Hjalti Grétarsson was in charge of making the posters, but the drawings were in the hands of Halldór Baldursson and the design work was by Bryndís Nielsen. The posters can be found in this newsletter!

Capt. Ragnar G. Kvaran

Captain Ragnar G. Kvaran passed away on June 1, at the age of 94. Before his departure, he was the oldest living pilot in the country with a long and adventurous career. He held various positions for FIA, including vice president, treasurer, member of the Safety Committee and representing FIA at IFALPA meetings. The service will be held on Monday 13 June. FÍA sends his condolences to the relatives of the deceased.



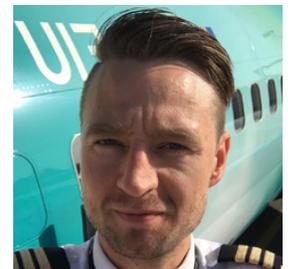
FÍA summer opening

As usual, the opening hours of the FÍA office are reduced during the summer and this year is no exception. The FÍA office is open from 9:00 to 13:00 every working day in June, July and August.

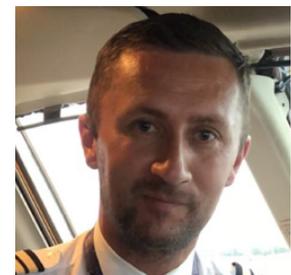
International Committee

After the last Annual General Meeting, a new FÍA International Committee took office. The committee members are Jónas Þór Guðmundsson, Paul Allen and Friðrik Ómarsson. They all have extensive experience in aviation and we invite the new committee welcome to work.

Jónas Þór Guðmundsson became a pilot in 2005 and has worked for Icelandair since 2015. He has been on the international committee since 2020, and has also been on the shop steward council, company council and on the board of the sickness fund.



Friðrik Ómarsson is a captain for Icelandair, flying professionally since 2000. He was in the shop steward council from 2017-2020 and is now a new member of the international committee.



Paul Allen is a captain for Air Atlanta and has been a pilot for 1997. He has a background in engineering as well as having a masters degree in aviation safety management and is a licenced aircraft accident investigator.



FRÉTTABRÉF FÍA

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Cover Photo: Árni Sæberg.

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Fréttabréf FÍA er vettvangur félagsmanna og stjórnar FÍA til að miðla upplýsingum og fróðleik til flugmanna. Skoðanir einstakra greinarhófunda endurspeгла ekki endilega opinbera afstöðu FÍA til einstakra málefna. Öll notkun efnis úr Fréttabréfi FÍA heimil gegn því að heimilda sé getið.

The Cost of Life?

Sonja Bjarnadóttir Backman, FÍA's lawyer, writes about the serious situation in search and rescue in Iceland.



One can only hope that there will be few accidents or illnesses at sea and on land over the summer months, as the Icelandic Coast Guard's helicopter squadron is severely understaffed. Understaffing has been plaguing the helicopter team for a long time and pilots are used to being called back into work from holidays and vacations when there are not enough pilots around to man the helicopters. Of course, the situation regarding the collective labour agreement with these pilots does not matter when life is at stake. Few people understand the situation better than the Coast Guard's helicopter pilots, who arrive on the site of serious accidents and pick up sick people in turbulent seas, flying through storm and darkness. The nature of the work of these pilots is thus very different from the work of other public servants, as they work in very demanding conditions and under great pressure. It is important that both their position at work and flight safety are well secured. But it is also important that the Coast Guard maintains normal operating conditions so that this important service is available.

NO RESCUE HELICOPTER AVAILABLE

Over a month-long period this April-May, only one captain was on duty at a time. This means that only one helicopter is available, even though there are three in total. In fact, this position is not unique - because just over a third of the time, only one shift is available.

During this time, one pilot had been on duty around the clock for several days when he became ill and was unable to work. The situation arose that no pilot was available for rescue flights and the Coast Guard could not pick up a seriously injured person after a car accident in the South. Throughout that day and following night, the situation remained: No flight crew available for rescue! Early the next morning, an emergency call came from a boat heading for shore. Another captain then came off leave early to sort things out: Checking in as the only captain available for 24h duty over the course of a whole week.

What were to happen if...

...there are two calls at the same time?

...the one captain falls ill?

...we have bush fires?

...there is an accident at sea,
more than 20 nautical miles from land?

(which is the limit if there is only one helicopter)

And what happens in summer when highland trekkers are in the tens of thousands?

MEDIA MISUNDERSTANDING

When the media covered the story that there was no captain available on duty for the second day running, the matter was made to sound less serious than it was. That he had only had to show up a little early for the shift change. But the term shift indicate that a shift has taken place. The captain who arrived "early on duty", however, was not releasing anyone because there was no captain on duty before.

COAST GUARD STARVED FOR FUNDING?

The Coast Guard's helicopters play an incredibly important role in Iceland. Their pilots are specially trained in all weather search and rescue. The workload is enormous, the responsibility high and working conditions often very difficult. On top of that, there is the extra stress that comes with shortage of staff. That said, it is important to complete Collective Labour Agreements with the Coast Guard's pilots who have now been without a contract for well on three years. Contracts have largely stranded on an important safety issue that protects pilots in precisely these types of situations as described earlier, the seniority list.

Unfortunately, it seems that the Coast Guard is underfunded to such an extent that it is hardly operational at times. Apart from the issue of helicopter crews, it seems that ships are standing at ports because the oil is too expensive and the only aircraft, TF-SIF, is leased for a longer period of time to other countries to raise money for the Guard. It should also be noted that while the aircraft is not available, helicopters may not travel more than 150 nautical miles, even though back-up duty is available on land, which creates considerable danger for seafarers and limits the Coast Guard's ability to rescue significantly.

We must demand that the Icelandic Coast Guard is given the means to perform its lawful duties, and that its operation is ensured with sufficient funding!

KOMUM HEIL HEIM



HVER ERU ÞÍN TAKMÖRK?

Hver og einn flugmaður er ábyrgur fyrir öryggi síns loftfars og þeirra sem í því eru.

Segjum að þú hafir ekki flogið reglulega eftir hæfnipróf á síðasta ári. Telur þú nægja að taka þrjú flugtök og landingar, hlaða fjölskyldunni um borð og fljúga þvert yfir landið?

Það er ef til vill löglegt – en það er ekki endilega það sama og að vera öruggur flugmaður.

Setur þú þér öryggismörk sem þú endurskoðar reglulega?

Eru aðstæður góðar?

UNDERMINING FLIGHT SAFETY

The Coast Guard's pilots are a key component in search in rescue in Iceland, working under life threatening conditions that require years of training and experience.

They have now worked without a contract for well on three years.

Negotiations have stranded on ignorance and lack of specialized knowledge around aviation affairs in terms of flight and flight safety.



COAST GUARD PILOTS...

-
Respond to 300 calls per year.

-
Are a total of 16, flying 3 helicopters and one airplane.

-
Are on 24 hour shifts throughout their careers.

-
Are specially trained in all weather search and rescue.

KNOWLEDGE, TRAINING & EXPERIENCE ARE THE KEY TO A SUCCESSFUL RESCUE

Coast Guard pilots do not have the right to strike, which is why their wages have been tied to what their union negotiates on the open market. At first this was a legal requirement, and later tied in CLAs.

Pilots feel it is imperative to ensure that the new CLA does not increase employee turnover by offering worse benefits than are found elsewhere.

It must be ensured that terms do not call on increased staff turnover with serious consequences for rescue work at sea and on land

- and hundreds of millions of ISK in losses for the Treasury for each a pilot who quits.

PILOT SENIORITY LISTS = FLIGHT SAFETY

Pilots' seniority lists are an internationally recognized, transparent safety device and a cornerstone of a good safety culture in aviation.

The State Negotiating Committee wants to abolish the seniority lists, and its representatives do not seem to understand their unique position in relation to aviation safety,

The seniority lists of pilots do not serve exactly the same role as the seniority lists of other professions, and are important, among other things, to ensure that the law on fair culture is followed, cf. Aviation Act no. 60/1998.

SENIORITY LISTS ENSURE...

-
That pilots can report on accidents or incidents without fear of punishment or being fired.

-
Professionalism and prevents nepotism and corruption in hiring or promotions.

-
That pilots can make decisions based on flight safety and are not pressured by operators, who might focus on other factors of operations.

GOOD SAFETY CULTURE

The Coast Guards successful missions in recent years can be attributed to decades of knowledge and experience, clear procedures, contracts and seniority lists.

We can not sacrifice these results for ignorance and badly argued points of view.

TO STAY ON THE SENIORITY LISTS, PILOTS MUST..

-
Go through a strict work evaluation and pass a difficult test in a flight simulator every 6 months.

-
Pass a yearly medical exam.

IN NO WAY DO THEY EQUAL BEING HIRED FOR LIFE!

COST OF MAINTAINING STATUS OF ALL WEATHER FLIGHT & RESCUE

Investment in staff is the cornerstone of the professionalism, competence, and operations of the Coast Guard's aviation department. Therefore, the cost of pilot training is extremely high.

The annual flight time quota is mostly based on crew training and aims to be able to take to the air in all weathers.

Each flight hour costs from 2.4 - 2.8 million ISK, of which the variable cost (fuel and flight hour fee is about 430,000 ISK)

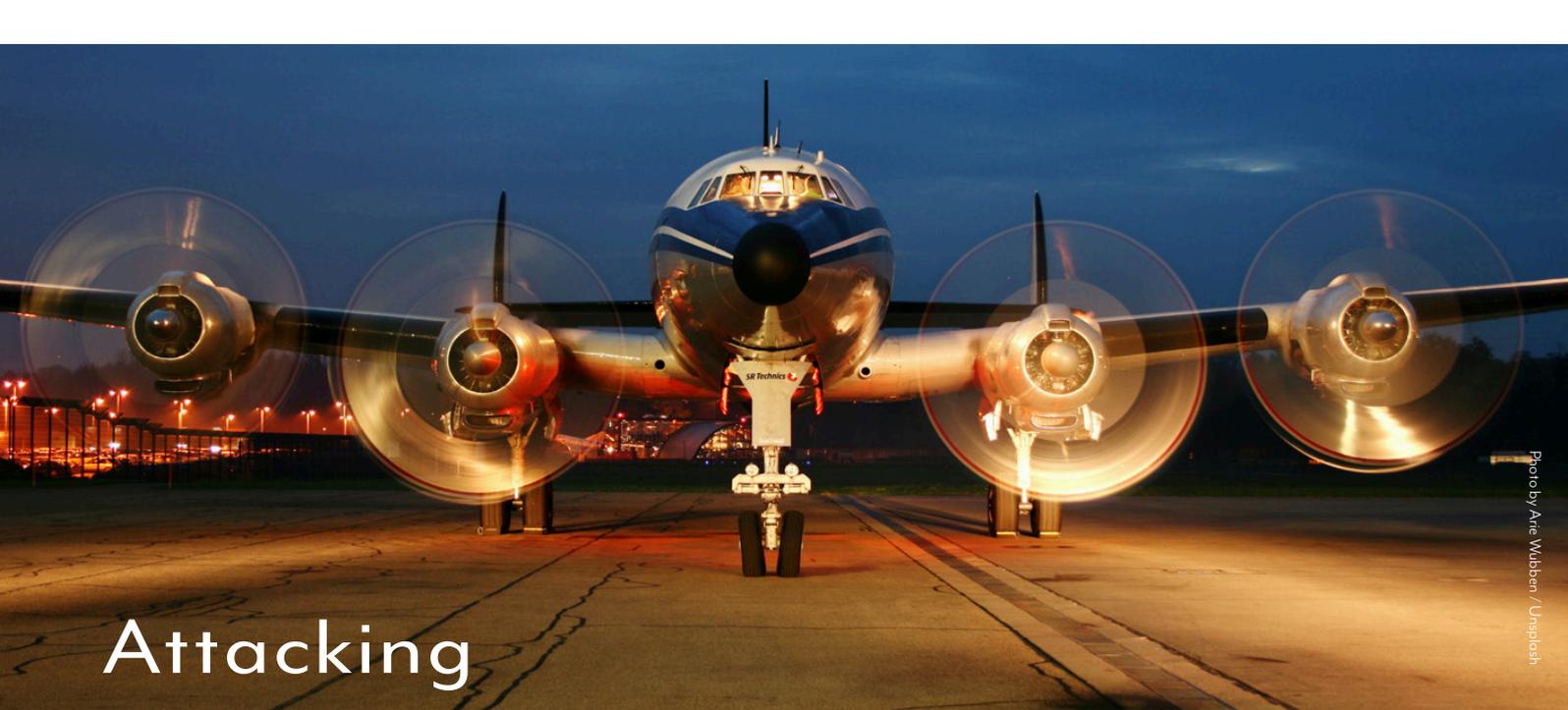


Photo by Arie Wubben / Unsplash

Attacking immoral work practices

Sonja Bjarnadóttir Backman, FIA's lawyer, goes over recent cases in the UK and France.

United Kingdom: Important court ruling puts pressure on bogus self-employed pilots

The British Airline Pilots Association (BALPA) is claiming a victory in a British employment tribunal case regarding its member who works for Ryanair as a contractor from an employment agency. [The ruling sets an important precedent](#) and is likely to have far-reaching consequences in the industry in terms of employment status and the rights of so-called “self-employed” pilots and rented pilots through temporary work agencies.

BALPA filed a lawsuit on behalf of Jason Lutz against MCG Aviation Limited and Ryanair regarding his legal status as an MCG employee and a hired employee to Ryanair.

The Labor Court ruled that Jason was both a crew member and an employee of MCG and also a hired employee where Ryanair was the user company.

Permanent employees are entitled to paid annual leave under British law, as well as other rights, and rented employees are entitled to the same rights and terms of employment as those hired directly by a company, according to the ruling, published on 5. April 2022.

The court concluded that Jason Lutz was clearly not self-employed in the sense of running an actual company on his own account as Ryanair or MCG were customers or clients of his service company. He was instead an employee and crew member of MCG and also a hired employee to Ryanair.

The court found that Jason Lutz had nothing to say about

anything. He just followed instructions which was the opposite of running a business.

The judge went so far as to describe this work arrangement as fiction in practice.

The court further rejected Ryanair's and MCG's argument that Jason was not obliged to perform flight duties personally due to the existence of a substitute clause in the contract he made with MCG. This did not reflect the reality and was a “cheat” in the opinion of the court. There was no unrestricted right to substitution.

The court emphasized that the court had much wider meaning than only for Jason Lutz as there are numerous pilots in exactly the same position as Lutz.

The ruling thus sets a very clear precedent for those pilots hired through employment agencies, that they should enjoy the same terms and rights as if they were permanently employed by the air carrier in question.



Photo: Wayne Jackson (Pexels.com)

France: Ryanair circumvents labour laws - has to pay EUR 8.67 million

The Syndicat National des Pilotes de Ligne (SNPL) - has expressed its satisfaction with the decision of the Court of Appeal in Paris in the „Ryanair I“ case published on May 13. In the judgment, the airline was found guilty of several infractions against its pilots, e.g. bypassing important rights of the pilots. The decision is important as the court condemns Ryanair’s fraudulent conduct at the same time as acknowledging the great damage done to flight crews and French institutions. The company was sentenced to pay damages amounting to 8.67 million euros.

The verdict states that Ryanair had, through its conduct, organized a “real social drain” and “created unfair competition with other airlines that respect national law.”

The court’s ruling confirms, after a long legal battle, the decision of the Criminal Court in Aix-en-Provence of 2 October 2013, which convicted Ryanair of undeclared work, illegal lending of labor, illegal recruitment of flight crews, and obstruction of trade union rights.

Ryanair was found guilty of having 127 undeclared workers, illegal lending of labor, illegal recruitment of flight crews due to lack of connection to the relevant Social Security Fund (CRP-NPAC (Caisse de Retraite du Personnel Navigant Professionnel de l’Aéronautique Civile)), and for hindering trade union rights, constitutional rights and the free nomination of members of the workers’ council and the free nomination of staff representatives during the relevant period, ie. from 2007 to 2010.

The case concerned the company’s base at Marseille-Marignane airport, which Ryanair had opened without properly registering and without registering its 130 employees with the French Social

Security agency, URSSAF. Furthermore, the company had not taken the appropriate measures to establish a human resources council or employee representatives. Ryanair claimed that the workers in question were subject to Irish law, as they were working on aircraft registered there.

The court, on the other hand, said that the airline had willingly refused to comply with French rules, despite being fully aware of its obligations to notify its employees and register its establishment.

It was also stated that Ryanair had used fraudulent methods regarding the issuance of E 101 certificates for its foreign employees, which should prove the employee’s connection with another EU country’s social security system. The company did this by providing forged employee declarations of residence, thus obtaining an “E101 certificate” from the Dublin authorities, confirming that its employees were covered by Ireland’s social security. The company was thus found guilty of circumventing the rules and incorrectly used the certificate in question to benefit from lower fees.

The court also upheld the sanctions imposed on Ryanair at the previous level, including a fine of 200,000 euros. Most of the € 8.67 million in damages went to URSSAF and CRPN, where Ryanair was supposed to pay contributions to and not to Ireland.

Unfortunately, the war is not over as Ryanair plans to appeal the case. Nevertheless, the SNPL considers the case to be a major victory that has exposed Ryanair’s illegal practices.



Specialized Domestic Investments of EFÍA

Snædís Ögn Flosadóttir,
general manager of the FÍA pension fund (EFÍA)

EFÍA's investment policy in recent years has been to build a distributed and diversified portfolio both domestically and abroad. About a year ago, an article was published on the results of specialized investments, which reviewed the fund's portfolio of domestic specialized investments. There has been continuous development in that part of the portfolio, as in others, and therefore we continue with the previous discussion.

DOMESTIC SPECIALIZED INVESTMENTS

Risk diversification is an important factor in the development of assets, especially for those with a long investment period, as it can be argued that fluctuations in returns are reduced. With this in mind, the Board of EFÍA has set itself the goal in investment policy in recent years of building a distributed and diverse portfolio in Iceland and abroad.

The economic collapse of 2008 completely changed the investment environment of pension funds and marked EFÍA's first steps when it comes to domestic specialized investments. Such investments generally involve longer maturities, are often unlisted and illiquid than traditional more restricted investments. Yield expectations are generally higher than traditional investment options, but at the same time they are often associated with a slightly higher risk. Examples of specialized investments are venture capital investments, real estate investments, specialized loans and investments in infrastructure as well as other projects. In the current investment policy and last year's policy, it was considered that opportunities could arise in the wake of the Covid epidemic for investments in venture funds, but there is considerable growth in the Icelandic business environment and extensive domestic knowledge that has been built up in recent years.

Overall, the fund's journey in domestic specialized investments has been successful, although there are examples of investments that have performed worse than originally assumed. An example of this is the United Silicon plant, which was completely lost. One example is PCC's silicon plant at Bakki near Húsavík, but this investment has been worse than expected. After precautionary write-downs on PCC in recent years, however, it is gratifying to see a turnaround in operations, the factory is in operation and most external conditions such as the price of silicon metal are favorable, so it has been possible to withdraw the majority of the precautionary write-down.

Since 2008, the assets, domestic specialized investments as a whole, has returned a profit of ISK 1,626 million on total investment, amounting to ISK 3,744 million. The chart on page 11 shows the results of individual EFÍA investments that have been completed or are well under way.

... Jarðvarmi (HS Orka)

In 2011, EFÍA invested in HS Orka, which is an infrastructure investment in connection with the sale of renewable energy sources. The annual return from that time is about 8%.

...SF V (Festi)

In 2014, EFÍA invested in a company that was established to manage investment in the company Festi, which at one time included the Krónan and Elko stores. The annual return on investment was around 27%.

...HSV Eignarhaldsfélag (HS Veitur)

In 2015, EFÍA invested in the company HS Veitur, which is an infrastructure investment in connection with a water distribution system. The annual return on investment is about 18%.

...Fasteignasjóður SRE II

In 2013, EFÍA decided to invest in the Horn II venture capital fund under the auspices of Landsbréf's fund management company, which, among other things, invested in the companies Hvatning, the largest owner of the Blue Lagoon, Fáfni Offshore and Kea Hotels. The annual return is about 25%.

...Framtaksfjárfestingarsjóðurinn HORN II

In 2013, EFÍA decided to invest in the Horn II venture capital fund under the auspices of Landsbréf's fund management company, which, among other things, invested in the companies Hvatning, the largest owner of the Blue Lagoon, Fáfni Offshore and Kea Hotels. The annual return is about 25%

...Íslenski Athafnasjóðurinn II

In 2013, EFÍA invested in the Icelandic Entrepreneurship Fund's continuation fund under the auspices of Stefnir, the Icelandic Entrepreneurship Fund II. He invested in Festi and Skeljungur, among other places. The annual return is about 14%.

...Veðskuldabréfasjóðir

In the years 2014-2021, EFÍA has invested in the mortgage bond funds Alda Credit Fund (I, II, III), Veðskuld (II, III), STI institutional investor fund and Landsbréf Veðskuldabréfasjóður (I, II), which is an investment in domestic mortgage bonds where the underlying include bonds secured by real estate. The annual return of the mortgage bond funds is about 7%.

...STI fagfjárfestingsjóður

In 2016, EFÍA invested in STI on behalf of Stefnir. Annual return of 7%

...TFII

In 2017, EFÍA invested in TFII, on behalf of Íslenskar verðbréf, which has invested in Hreinsitækni, Coripharma and Genis. The annual return to date is around 20%.

...Íslenski Athafnasjóðurinn

In 2011, EFÍA decided to participate in the Icelandic Entrepreneurship Fund under the auspices of Stefmir, which, among other things, invested in Hagar and Sjóvá. The annual return is about 17%.

...Edda slhf

In 2013, EFÍA invested in the national enterprise fund Edda with the fund management company Virðing. The fund invested in Dominos, Securitas, Morocco and Íslandshótelir, among others. The annual return is about 10%.

...Ármúli lánsafn

In 2015, EFÍA invested in an institutional investor fund in Stefmir's operations. These were asset-backed bonds to finance MP Bank's defined loan portfolio. The annual return is about 7%.

...Íslenski Athafnasjóðurinn III

In 2016, EFÍA invested in the Icelandic Entrepreneurship Fund's continuation fund under Stefmir, which invested in Reykjavík EDI-TION, Terra, Hamri, Lyfja and Men & Mice, among others. The annual return is about 8%.

...AL 2 fagfjárfestastjóður

In 2018, EFÍA invested in AL 2 under the auspices of Stefmir, which was an investment in unlisted debt recognitions of companies through Kvika banki hf. The annual return is about 5%.

...Blávarmi (Bláa lónið)

In 2019, EFÍA invested in Blávarma, which invests in the Blue Lagoon. Annual return of 9%.

...Kjölfesta

In 2012, EFÍA invested in the Kjölfesta enterprise fund, which was a collaboration between Virðing and ALM ráðgjaf. The fund invested in Meniga, Oddi, Sena, Íslands hotels. The annual return is about 1%.

...Innviðir fjárfestingar

In 2015, EFÍA invested in an infrastructure fund which i.a. holds a holding in HS Veitur. The annual return is about -5%.

...Hvatning (Bláa lónið)

In 2019, EFÍA invested in a fund under the auspices of Landsbréf, which holds a holding in the Blue Lagoon. The annual return so far is about 12%.

...SF VI slhf (Verne Global)

In 2014, EFÍA invested in SF VI on behalf of Stefmir, which was an investment in the Verne Global data center in Reykjanes. The annual return is about 8%.

...Framtaksfjárfestingarsjóðurinn HORN III

In 2016, EFÍA invested in the venture investment fund Horn III under the auspices of the fund management company Landsbréf, which invests in Ölgerðin, Hópbílar and Bílaleiga Flugleiðir, among others. The annual return is about 1%.

...Framtakssjóður Íslands

In 2009, it was decided to invest in the Icelandic Enterprise Investment Fund, the purpose of which was to take part in shaping the financial and operational reconstruction of the Icelandic economy. The Enterprise Investment Fund invested in nine companies during its tenure, including Icelandair, Icelandic Group, NI and Invent Farma. The annual return on the fund's operating time is around 22%.

...PCC Bakki

In 2015, EFÍA invested in the PCC silicon plant near Húsavík. The lifespan of the project is not over, but it is gratifying that after precautionary write-downs in recent years due to operational difficulties, a large part of the precautionary write-down was withdrawn this year. After these changes, the investment is booked at about 70% of the original purchase value.

...United Silicon

In 2015, EFÍA invested in the United Silicon plant in Helgúvík, Reykjanes. Increasing operational difficulties and a well-founded suspicion of fraud led to the investment being completely lost in the end, amounting to 0.3% of the fund's assets.

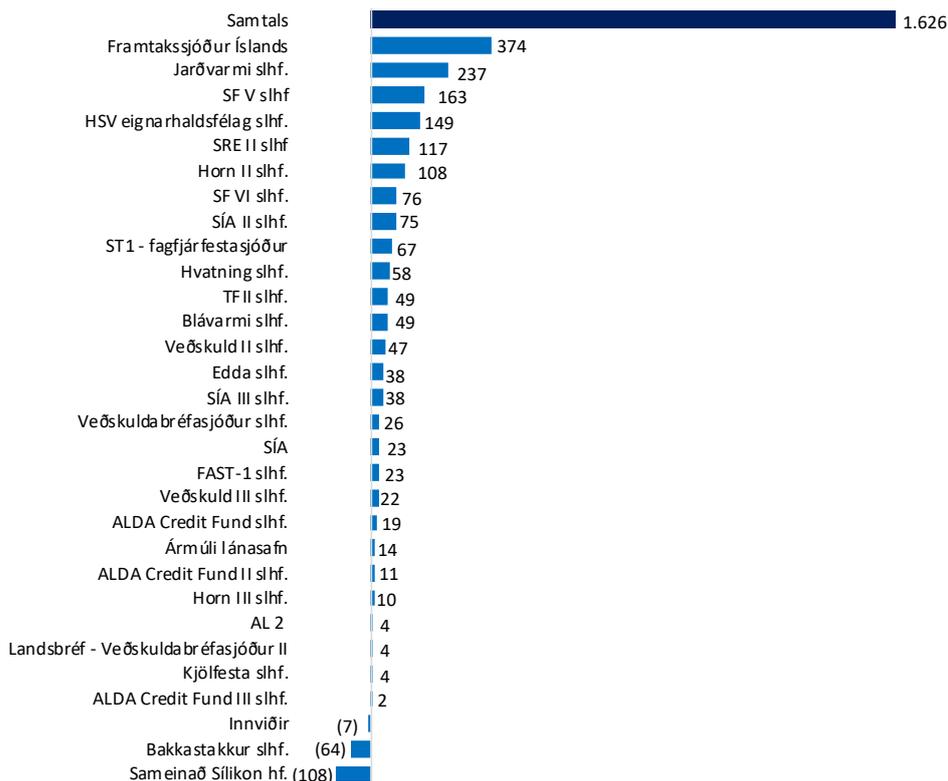
EXPANDING PORTFOLIO

As has been stated, EFÍA is constantly striving to expand its portfolio in this category of specialized investments. Recent years new investments have been added to the collection, which, however, are a short way off at the time of writing.

Examples of investments that have recently been added are: Iðunn Framtakssjóður slhf., Crowberry II slhf., Eyri Vvæxtur slhf., VEX I slhf., Innviðir II slhf. and CP Invest slhf. (Coripharma).

It is worth noting that with such investments, it is considered normal for the profit to be small at first and even negative. On the other hand, investments are expected to return a profit as the investment period progresses.

Hagnaður/tap í milljónum króna af sérhæfðum innlendum fjárfestingum EFÍA



Komum heil heim



Hver og einn flugmaður er ábyrgur fyrir öryggi síns loftfars og þeirra sem í því eru.

Eitt stig fyrir hvert atriði	FLUGMENNASKA	Eitt stig fyrir hvert atriði
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SAMTALS	Síðustu 12 mánuðir	SAMTALS

Farðu yfir gátlistann & sjáðu hvar þú stendur!

SA AND BLUEBIRD NORDIC IGNORE LABOUR AGREEMENTS AND RULINGS

In December 2020, the cargo airline Bluebird Nordic hired 11 bogus contractors through foreign staffing and fired shortly afterwards all its permanent pilots. The bogus contractors replaced the pilots for half the wages. This was done in the middle of collective labour agreement negotiations. Although a labour court has now ruled that the dismissals were illegal and that the CLA still applies, SA and Bluebird have simply ignored the ruling.

• Bogus Contracting

Pilots working as contractors for air carriers are in fact bogus contractors as they meet almost no conditions for contracting: their jobs and responsibilities are exactly the same as those working under a collective agreement, e.g. they have regular and fixed salaries and work according to shift arrangements. They do all the work themselves and do not control their working hours.

Skatturinn (Icelandic tax office) could address this and the result of their investigation, launched after FÍA pointed this out, is awaited.

• Social Dumping

The salary of Bluebird's "self-employed" pilots are significantly lower than agreed upon in CLAs. These pilots were hired through an off-shore employment agency that has not been registered with the Directorate of Labour, as is required by law. The Directorate of Labor has tavoided the issue by saying that "bogus contracting agencies" are not subject to the law on employment agencies.

FÍA has appealed the Directorate of Labour's decision to close the case to the Ministry, certain that there are ways to address these issues.

• Contract Breach

The pilots' CLA with Bluebird clearly stipulates the pilots' right of priority.

Dismissing all union pilots and hiring bogus contractors instead is therefore a clear violation of the CLA.

Recent actions of some Icelandic airlines, with the participation and support of SA, are a serious attack on the constitutionally protected rights of labour unions and CLAs.

Wage earners as well as contractors are cheated, laws are broken, and rightful taxes and fees are avoided.

Regulatory bodies have not done their duties, allowing companies come to get away with violations of the law and non-compliance of agreements and rulings.

Court of Labour confirms the illegality of the dismissals and the value of the CLA, but Bluebird and SA are intent on ignoring the ruling

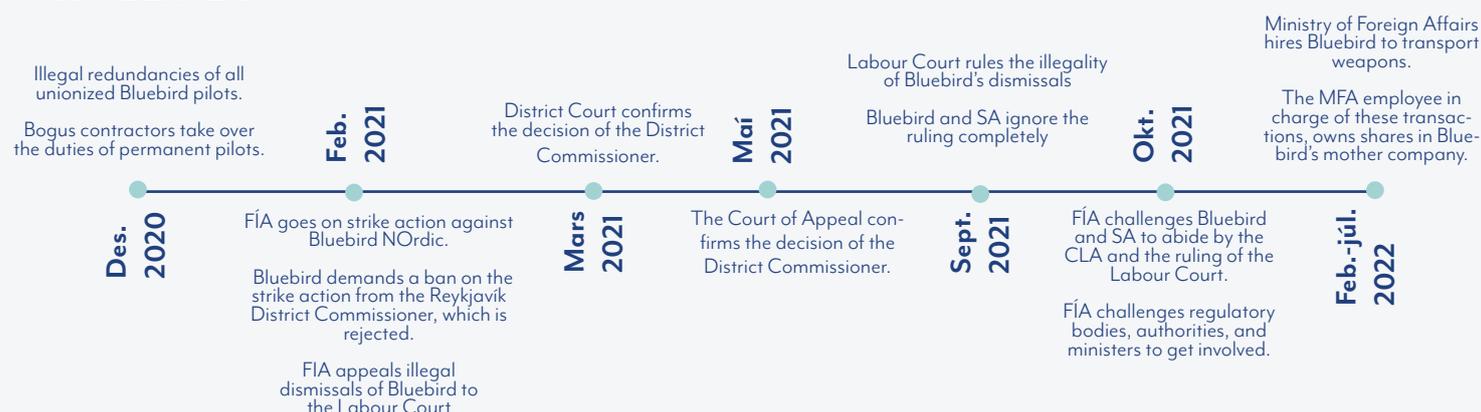
The Court of Labour (Félagsdómur) ruled in the case of the Icelandic Airline Pilots' Association (FÍA) against the Confederation of Icelandic Employers and Bluebird Nordic on 16 September, that the dismissals of the FÍA pilots were ruled illegal.

The ruling clearly stated that when the wage agreement expires, its provisions apply until a new agreement is reached, but the wage agreement negotiations were deep in process

when the company fired all its pilots. Despite the decision of the Court and the provisions of the still valid CLA, the Confederation of Icelandic Employers and Bláfugl seem to consider that they do not have to comply with the judgment in question and the wage agreement.

Collective labour negotiations are now continuing with the State mediator where SA has said that they need not follow either the CLA or the judgment of the Labour Court.

TIMELINE...



AN OFFICIAL OWNS A SHARE IN A COMPANY THAT HE HIRED FOR TRANSPORT OF MILITARY EQUIPMENT

The Ministry of Foreign Affairs (MFA) has flown military equipment to Ukraine on two dozen occasions in recent months. The MFA does not want to reveal how many flights there are, what the cost is, or what has been shipped. The Ministry does not consider it unnatural for an official to be a shareholder in the airline with which most agreements were made. The same company is accused of social dumping and violating wage agreements.

Article by Helga Seljan.

Two Icelandic airlines have undertaken arms transfers for the Icelandic government since the Ukrainians' request for assistance in defending the country was complied with at the end of February, the airlines Air Atlanta and Bluebird, much more often the latter airline. Bláfugl, or Bluebird Nordic, is operated under an Icelandic operating license, but is owned by a large Lithuanian company, Avia Solutions Group (ASG), which is registered on the island of Cyprus.

The Ministry for Foreign Affairs does not want to answer how often agreements have been reached with Bláfugl on military equipment flights. However, it has been revealed that Bláfugl's planes took care of the vast majority of the thirteen trips that had been made at the beginning of April, when Kjarninn discussed the matter. The ministry does not want to comment on how many flights have been added in the past month.

The government is also not available to provide information on what kind of military equipment was transported on this flight, as these are issues that fall outside the scope of the Information Act as it concerns on the one hand "state security or defense and on the other hand relations with other states or multinational organizations". . Stundin also did not receive information on the state's cost of this flight. Reportedly as "no final cost is available".

In response to The Hour, the Ministry for Foreign Affairs states: "The Icelandic government has leased cargo aircraft from the airlines Air Atlanta and Bluebird Nordic for these projects. Earlier this month, it was reported that a total of thirteen such cargo flights had been operated in cooperation with Albania, Slovenia, Italy, Croatia and Portugal to destinations close to the Ukrainian border. The final cost is not available. The transfer has been announced both at the level of the government and the Foreign Affairs Committee of the Althingi. "

Garðar Forberg, who works as the Military Representative of the Icelandic Permanent Mission

to NATO, in Brussels, has been in charge of planning and agreements with the airlines for this transport of military equipment. His role has been to seek the services of airlines that handle such cargo flights and negotiate with them on arrangements and prices.

Garðar was previously the operator and one of the owners of the airline Avion Express, which was sold to the Lithuanian company ASG in 2019. According to the Lithuanian company's annual accounts, part of the purchase price agreed to Garðar and his business partners was paid in the form of shares in ASG a year later, the airline bought Bláfugl. Garðar has not wanted to say how big a share he has in the company, but as far as can be ascertained, he is neither big nor controlling. Probably less than 1% of ASG's total share capital.

GIANT IN THE AVIATION INDUSTRY

However, it says little about the value of the share, as Avia Solutions Group is said to be the largest company in Central and Eastern Europe in aviation operations. Its annual income is well over one hundred billion Icelandic kronas. It owns a number of subsidiaries around the world, which rent out aircraft and crews, among other things. Although headquartered in Lithuania, the parent company is registered in Cyprus. It operates over 90 offices and has offices in about 50 countries. The employees of ASG and its subsidiaries are around 7,000.

Stundin has unsuccessfully tried to get further answers from both the ministry and Garðar Forberg about his involvement in agreements with the airline Bláfugl, his shareholding in Bláfugl's parent company and how the two go together. Gardar said in a written answer that he could not answer Stundarinn's questions about possible conflicts of interest or his shareholding. "Due to the war in Ukraine, and the reaction of the government, I am not allowed to comment on individual issues, for security reasons."

Garðar referred an inquiry about his shareholding and involvement in agreements with Bláfugl

to the Ministry for Foreign Affairs, which was also not able to answer Stundarinn's questions directly, but referred to the fact that the final responsibility for the transaction lies with the Minister, according to the ministry's experts. The ministry also said that it did not want to disclose the specific jobs of certain employees in the ministry.

"It is important to emphasize that the speed of response and the solution-oriented approach have been crucial in these projects. In all cases, pricing has been in line with market prices, and even below that," said the ministry in its response.

MINISTRY FEELS THE TIMING IS IRRELEVANT

Stundin has received confirmation that the Ministry for Foreign Affairs is aware of Garðar's shareholding, but that it is the Ministry's assessment that this holding is not likely to cause a conflict of interest. Information about Garðar's shareholding was not available when Garðar was hired as a military representative, as there was no indication that this would be important.

"The Ministry does not provide information on the personal affairs of its employees, but observes the applicable rules of administrative law on the preparation and decision-making of cases, including eligibility rules. All employees are also subject to the Foreign Service Code of Ethics, which complements the Foreign Service Act, the Personnel Act and the Administrative Procedure Act.

STUNDIN'S QUESTIONS

Stundin posed the following questions to Garðar Forberg, Ambassador to the Icelandic Permanent Mission to NATO:

- 1. Can you confirm that you have been involved in communication and / or agreements with the airlines in question regarding these transactions of the Icelandic state? What was your involvement in transporting these weapons?*
- 2. Are you, companies on your behalf or family members or relatives, a shareholder, in business*

or have been in business in recent years, with the airlines in question, its owners or managers?
3. Are there any interests, financial or otherwise, between you and Bláfugl, the current owners of Bláfugl, related companies and / or owners?

CODE OF CONDUCT AND CASE FILES

Neither the MFA nor Garður can answer the question of whether it was before or after Stundin inquired about the matter that Garður informed his officials in the Ministry about his shareholding. In addition to the eligibility rules and laws listed in the Ministry's response, the Code of Conduct for Government Employees is also in force.

They say, among other things, that care should be taken of employee interests:

"If there is a risk that such a relationship will cause a conflict of interest, the staff will inform the next boss. Both parties ensure that such information is recorded in the case file." Stundin has not received answers as to whether this has been done in connection with the work of Garður Forberg, military representative, and negotiations for Bluebird's military flights in recent

months.

MFA SAID MEDIA STORY CAN BE DANGEROUS

The MFA does not believe that Garður's financial connection with Bluebird has hampered his work for the State and agreements with the airline, as the formal decision-making power over the transaction is in the hands of the Minister. "Now that the employee's property relations with the Ministry are in place, it is the Ministry's assessment that they do not disqualify him from carrying out the tasks entrusted to him at any given time, e.g. with regard to the applicable rules of administrative law on the preparation and decision-making of cases. It is clear that the decision on the implementation of tasks and their responsibility is always in the hands of the Minister and not the officials involved in their preparation. It should be reiterated that the ministry does not comment on what tasks individual employees carry out."

"If there is a risk that such a relationship will cause a conflict of interest, the staff will inform the next boss."

Both parties ensure that such information is recorded in the case file "

- From the Cabinet's Code of Ethics

On the contrary, the Ministry is of the opinion that a discussion of the matter may pose a danger to the employee in question and their relatives, without this being explained in more detail. Garður's name has previously been mentioned in the media in connection with the Icelandic government's arms transfers. In Morgunblaðið on 2 May, it was discussed which Icelanders were possibly on the black list of the Russian government. Garður Forberg was specifically mentioned with reference to the fact that he had handled Iceland's contribution to the transport of military equipment to Ukraine.

"The ministry also believes that speculation about certain employees and their identification in the media can have a negative effect on their ability to perform important work and possibly jeopardize their safety or that of their relatives," the Foreign Ministry's written response to Stundin stated.

SAYS BUSINESS WITH BLUEBIRD IS UNACCEPTABLE

The President of FÍA says it is unacceptable that the State should be doing business with companies that are engaged in social dumping. If an official has financial gains of the business they do on behalf of the state, this is called corruption.

Ever since the ASG bought the airline Bluebird Nordic from Icelandic investors in 2020, it has regularly been in the news due to allegations of social dumping and labor market violations. Bluebird fired all its pilots who were members of a the labour union and hired 11 contractors in their place through temporary staffing at the end of 2020. The dismissals were later ruled illegal in a Labour Court a year later.

In the meantime, the Icelandic Airline Pilots' Association (FÍA) went on strike against the company, which responded by trying to get a ban on the operations. Bluebird's request

was rejected, a decision that was confirmed by first the District Court and later the Court of Appeals, confirming the legitimacy of the strike action. Despite the rulings, Bluebird has continued on course, and FÍA has harshly criticized the company and the Confederation of Icelandic Employers (SA) for what they call an attack on the foundations of trade unions and collective bargaining agreements. Icelandic regulatory bodies have also failed to enforce laws against Bluebird.

When it was announced that the Icelandic government had made an agreement with Bluebird on regarding arms transport at the end of February, FÍA issued a harsh resolution, stating a reasonable demand that Icelandic companies respect current laws, wage agreements and court decisions. "It is therefore completely unacceptable for the Icelandic state, on behalf of taxpayers, to do business with a company such as Bláfugl."

In a conversation with Stundin, the President of

FÍA, Jón Þór Þorvaldsson, said that the union had not received a response from the government after it challenged the transaction with Bluebird, neither had it received answers to repeated requests for the government to intervene and take action due to the company's social dumping.

"It is incomprehensible that the State or a ministry should negotiate or want to do business with companies that have been convicted of social dumping," says Jón Þór. "As for Garður, if it turns out to be true that as an official he negotiated on the transport of military equipment on behalf of the Icelandic state to Bláfugl, being himself connected to the company through business and a share in its parent company, this would obviously constitute as corruption in my mind, and probably most people's minds. The Minister for Foreign Affairs must have been aware of this transaction and its employee's ownership relationship in a position of responsibility and influence in the Foreign Service."

Hver og einn flugmaður er ábyrgur fyrir öryggi síns loftfars og þeirra sem í því eru.

Komum heil heim



AÐFLUG OG LENDING

GUMPS LISTINN

Mundu að fara yfir öryggisatriðin í huganum fyrir landingu, t.d. GUMPS:

- G** gas // eldsneyti stillt á réttan tank, rafmagnsdæla á ef við á
- U** undercarriage // hjólabúnaður ef við á
- M** mixture // eldsneytisblanda rétt stillt
- P** prop // stilling skrófu ef við á
- S** switches // rofar eftir því sem við á.

Flýgurðu yfir landingarstaðinn til að kanna ástand hans, ef ekki liggja fyrir upplýsingar um slíkt?

Ertu viðbúin/-nn því að hætta við aðflug ef á þarf að halda?

Ertu búin/-nn að fara yfir hvernig þú vilt haga aðfluginu?

EFTIR FLUG

Skilurðu við flugvélinu samkvæmt handbók?

...og eins og þú vilt koma að henni?

Manstu eftir að loka flugáætlun, ef við á?