



30th March 2024

Reykjavik, Iceland

Dear Andreas Strobl  
CC: Sebastian Curras

This letter is written on behalf of the members and board of the Icelandic Airline Pilots Association (FIA) and fully reflects our combined opinion on the matters at hand.

Regarding the issue of the Austrian Cockpit Association, Austrian Airlines Pilots, VIDA and The Lufthansa Group Management.

We, the Icelandic Airline Pilots Association (FIA), are committed to working with ACA to ensure that all members can expect and receive the right to open and constructive negotiations.

Despite 18 rounds of negotiations with the airline management, employees have been unable to reach an agreement regarding salary, pension, flight time duty and working conditions. The management's offer is far below what virtually all the other pilots currently enjoy at the Lufthansa Group.

We, the Icelandic Airline Pilots Association (FIA) are fully in support of ACA working to secure a mutually acceptable outcome and if necessary, any industrial action that is needed in support of this effort.

With best regards,

**Jonas Gudmundsson**  
Director of International Affairs  
Icelandic Airline Pilots Association