



A Member of



Leeward Islands Airline Pilots Association

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To: All Members

From: The President

Memo: 10

Date: 31 August 2021

Subject: Communications Update

Dear Members,

The Regional Consultative Mechanism met with the Chairman of the Cabinet Sub Committee on LIAT (1974) Ltd and the Administrator of the Company yesterday.

The Government has reaffirmed its position that the concept is not up for negotiation. If terminated employees do not accept the concept, they will move to liquidate the Company and whatever is left back will be distributed to the workers according to the Company Act.

The Government of Antigua & Barbuda is still hoping to carry this concept once agreed to by the Unions to the other Shareholders for support.

The Administrator outlined the possible scenarios for the 50% of severance which is roughly XCD 39 million for all 667 employees. 20% bonds, the terms were never specified possibly 2 years and a rate of interest was not specified or mentioned (7.9m). 50% of severance entitlement can be used for the purchase of land in ¼ acre lots, all fees and taxes will be waived and “sold” at a rate commensurate with the employee’s constituency to be governed by the constituency representatives (19.8m). Where a non-citizen acquires land, there can be some discussion on the payment of the alien land holders’ License. 30% in cash (11.8m) - \$5000 initial lump sum and \$1000 XCD/month for the next 12 months, OR 30% cash payment in no more than \$5000/ month for 12 months, no interest was mentioned.

Where cash amounts to more than \$100,000 a credit shell of up to \$40,000 will be created and can be used to apply to utilities, property taxes, customs taxes etc.

The Unions in their reply reaffirmed their position that they are entitled to 100% of severance. They could not consider a concept until it is conveyed in writing. The Administrator said that the proposal would be ready by Friday. The Unions also asked if they were to disregard the public statements of Prime Minister Browne which stated that 50% of the **terminal benefits** was to be given and just not severance. The consensus of the Unions is that the cash component needs to be increased.

The Government said that they have no intention of forcing the Unions to accept the concept and that they had a choice. They also said that funds are limited especially in light of the covid and there would be no negotiations. A general meeting will be called when we have received the concept in writing.

Unity in strength, stay safe and best regards,

LIALPA Executive.