



*Let us guide you inside
your association...*

Member Information Manual

For pilots, by pilots



Contents

1

What is BeCA?

History	3	Top Priorities	4
Mission & Objectives	3	Structure	5

3



2

How can I...

Stay informed	6	Ensure I am well protected	10
Get Advice & Assistance	8	Get involved	11

6



3

International & European Representation

International Federation of Air Line Pilot's Association (IFALPA)	12
European Cockpit Association (ECA)	13

12

12

13



4

Team & Contacts

14



What is BeCA?

History

The Belgian Cockpit Association was born in 1998, when the two Belgian pilots associations (BFCA and ABPNL) decided to merge. On 22 January 2002, BeCA's General Assembly adopted its Constitution and it is now registered as professional association N° 7477 under Belgian law.

Today, BeCA is the only recognised professional association representing around 600 airline pilots in Belgium. It is self-funded and politically independent. We work in close cooperation with other Belgian stakeholders and provide them with our large expertise on matters linked to the pilot profession and aviation safety.

Mission & Objectives

According to article 4 of its Constitution, BeCA's mission is "to promote and protect interests of its members, in Belgium and outside."

BeCA has identified the following overall aims:

- Striving for the highest levels of aviation safety
- Defending the professional interests of pilots
- Developing unity amongst pilots
- Representing pilots of each airline

BeCA pursues those aims by:

- Promoting aviation safety
- Maintaining close contacts with all aviation stakeholders

Therefore, BeCA's main roles are to:

- Defend, support and protect pilots
- Develop and promote aviation in general
- Represent ECA and IFALPA at Belgian level
- Represent Belgian pilots at ECA/IFALPA
- Collaborate with other stakeholders

Top Priorities

- **Atypical Forms of Employment:** BeCA/ECA fight very actively against Pay-2-Fly and other poor contracts to ensure good working conditions for pilots, which are a prerequisite for safety.
- **Traffic Rights:** Belgium is granting more and more damageable traffic rights to non-EU cargo airlines, US cargo companies still do not respect the EU-US Open Skies agreement, passengers' airlines are also affected with the Qatar - EU agreement. BeCA was the first to denounce these practices and still actively fights at European and national levels to ensure proper implementation of the treaties and protection of our pilot jobs.
- **Pilot Support Programs (PSP):** Since 14 August 2020, pilot/peer support programs have become mandatory, to help pilots who struggle with substance abuse or mental health problems. BeCA engaged with Aero-medical Examiners, authorities and airlines to ensure these PSPs are actually make a difference and go beyond mere compliance.
- **Just Culture (JC):** The creation of a fair and trust environment within each airline is critical for the implementation of an effective Safety Management System (SMS). BeCA is closely involved at BCAA level to ensure agreed procedures are adhered to within airlines.
- **Cabin Air Quality (CAQ)** Cabin air contamination may expose pilots to harmful substances acutely (fume events) or chronically. BeCA actively strives to implement a standardised medical protocol for CAQ-events.
- **Flight Time Limitations (FTL) & Fatigue:** Since 18 February 2016, new EU binding rules (CS-FTL1) have been in place. BeCA has been actively monitoring compliance and proper implementation, and advocating for effective Fatigue Risk Management (FRM) within every airline.
- **Pilot pension:** BeCA calls for the adoption of a pension system for pilots that is adapted to the physical, medical, intellectual, legal and safety constraints of the profession.

1

Structure

At the top of BeCA's structure is the General Assembly. It meets once a year in March. It is the highest decision-making body. It elects the members of the Executive Committee and approves the budget, among others. All members are encouraged to attend and full members have the right to vote.

The Executive Committee is responsible for the daily operation of the association. It usually meets on the first Tuesday of each month. It is composed of the President, the Executive Vice-President and the Admin & Finance Vice-President, in addition to the Vice-Presidents for each airline, the ECA and IF-ALPA Directors and the coordinators of BeCA's Working Group. All members of the Executive

Committee are volunteer pilots.

BeCA has one permanent staff member, Isabelle De Gandt, Executive Coordinator, who works part-time. She ensures the smooth running of the association. She is your point of contact for your requests and coordinates all the work and the follow-up of the files in progress. She is in charge of the administrative and financial aspects and prepares any ad-hoc communication. She is responsible for the loss of

Who are the BeCA members?



licence (LOL) & medical support WG. For more detailed information on BeCA, its structure and functioning, you can read and download our Constitution & Bylaws from our website at <https://www.beca.be/background/statutes/>

How can I...

Stay informed

In times of digital communications, BeCA communicates to its members mainly through the internet and emails. Please make sure BeCA is in your list of authorised senders. For all issues related to communications and the website, feel free to contact our Executive Coordinator, Isabelle De Gandt at beca@beca.be.

Electronic news

We make sure our members always get the latest information on topics which affect you as a professional pilot. Furthermore we keep you up-to-date on any progress. So expect ad-hoc emails on specific topics via a special e-news bulletin, invitations for BeCA events, calls to action from BeCA/ECA/IFALPA and press releases.

Monthly Newsletter

After each Executive Committee meeting (which is held on the first Tuesday of each month), we send an electronic newsletter to all our members, summarising the main issues we are working on and the most important decisions.

Cockpit Flash

Twice a year, we publish our magazine, the “Cockpit Flash”. You will find in-depth articles on topical issues about aviation safety and our profession, Belgium-based airlines and activities at European and international levels. By default, you will receive it in electronic format. If you want to receive it by regular mail, please contact our Executive Coordinator, Isabelle.



Social Media – Belgian Cockpit Association (BeCA)

We also have public [Facebook](#) & [LinkedIn](#) pages, where we publish regular updates about hot topics and events happening at national, European and international levels.

Website (www.beca.be)

On our website, you can find general information and latest news on the main issues we work on.

We created a private section on our website. Every member receives by email his/her access to the intranet upon receipt of the payment of fees. You will find all information and latest news restricted to our members. For any issue related to your login or password, please contact the BeCA office at beca@beca.be



Get Advice & Assistance

One of our main tasks is to assist our members individually and confidentially whenever you face an issue related to your job as a professional pilot. For this, we have created a number of working groups which deal with specific topics. Keep on reading and find out who to contact in case of questions or trouble. You are not alone! Reach out and we are happy to help you.

Air Safety Committee (ASC)

The Air Safety Committee was created in 2014 and is in charge of all topics related to aviation safety. It develops position papers and technical documents in order to promote them towards airline safety departments, the BCAA and other relevant stakeholders. The ASC is also very active at the European level through its involvement in the ECA Flight Data, Cabin Air Quality and FTL working groups.

Don't hesitate to contact Rudy Pont, ASC Coordinator at rudy.pont@beca.be for any safety related questions!

Loss of Licence (LoL) & Medical

Loss of licence and medical issues are amongst the worst nightmares of any airline pilot. When facing such problems, assistance is essential. This is why BeCA created the Loss of Licence & medical working group, coordinated by our Executive Coordinator, Isabelle De Gandt (beca@beca.be).

24/7 Accident/Incident Hotline

In case of an accident or incident, would you know what (not) to do ? Who to contact? How to get assistance when none seems available? One of the main services we provide exclusively to our members is a hotline, accessible 24/7, in case of accident or serious incident. If you experience a serious occurrence, call us immediately at +32 2 248 03 68 (or backup at +44 1202 653 110). And refer to your BeCA hotline card which contains the main advices to be followed directly after an accident/incident. Should you have any question regarding the hotline, feel free to contact your BeCA Hotliners at hotline@beca.be.

Airlines

In addition to expats, jobseekers and students, BeCA represents pilots working for the following Belgium-based airlines: ASL Airlines Belgium, Brussels Airlines, EAT/DHL, Ryanair and TUIFly Belgium. For each airline, BeCA elected Vice-Presidents who are responsible for all issues specific to their airline.

BeCA Vice-Presidents coordinate all BeCA activities within their airline:

- Hotline accident/incident, including Just Culture issues
- Pilot individual support
- Coordination between company union bodies and BeCA/ECA technical working groups (accident prevention; Fatigue Risk Management, Cabin Air Quality, etc.) and industrial working groups (Training, Pilot contracts and basing issues, Flight to Crisis Zones, etc.)
- Representing their members during BeCA's monthly executive committee meeting.
- Legal support from BeCA to pilot group in case of collective general issues (CLA, etc.).

Concretely, this means that they are your direct contact person in case of:

- Assistance incident/accident (BeCA hotline)
- Just Culture / disciplinary issues
- FTL issues
- Training issues
- Juridical assistance
- Any other issue – if you don't know whom to talk to, contact them!

You can find in the last section the contacts for each airline.

Fiscal days

Every year, in June, BeCA organises 2 fiscal days, open to all our members. During those sessions, our fiscal expert advises collectively our members on their tax declaration, in order to ensure it is correctly filled in and you don't lose any money. Invitations are sent at the beginning of June by email to all our members.

Other

For any other issue or question, feel free to contact our Executive Coordinator, Isabelle De Gandt, at beca@beca.be or +32 2 2 245 34 50.

Ensure I am well protected

BeCA already provides a great level of protection and assistance on a number of subjects of collective interests. For a broader individual protection, we recommend that you subscribe to the following services (external to BeCA):

Loss of Licence insurance

Depending on your airline, you might already be partially covered with a loss of licence insurance. However, this coverage is usually not sufficient once you have to face this difficult situation. We therefore strongly recommend that you subscribe to a LoL insurance. We have been working for several years with [APPN](#) and BeCA members have a special discount. For more information, go to www.beca.be/support/loss-of-licence-working-group/

Union

Whilst BeCA represents and defends the collective interests of the pilot profession, unions represent the interests of all workers. Both organisations are therefore necessary and complementary. This is the reason why we advise all our members to join a union of their choice.

“As Pilot be a BeCA member,
as Employee be a Union member”

Juridical protection

Whatever the problem you face, the first thing to do is to contact us. Our legal advisor will be able to give you the first advice and recommendations. However, for a more tailor-made and individual assistance, we strongly recommend that you subscribe to an external juridical protection insurance. In Belgium, there are three providers that we recommend: ARAG, DAS and LAR. Take the time to look at those three options. Be particularly attentive to the following protection: fiscal defence, legal action against the administration and legal action against the employer.

Car assistance & traveling insurance

BeCA has negotiated special reduced rates with Europ Assistance. There are two types of insurances: the traveling insurance that covers you and your family during your holidays; and the car assistance service, which assists you in case of car accident or problem.

Get involved

All our work is made possible thanks to the involvement of volunteer active pilots. They spend part of their free time to ensure the association functions properly and is efficient. Without them, BeCA would not exist. Every member can join one of our working groups. We also have a specific budget for training, allowing our volunteers to participate in training sessions on specific topics.

We need volunteers especially (but not exclusively) in the following areas:

- Safety Management Systems & Fatigue Risk Management: we need pilots to get involved at airline level for a proper implementation of SMS and FRM.
- Cabin Air Quality (CAQ)
- Drones (UAS)
- Pilot Support Program (PSP)
- Medical & Loss of Licence (LOL)
- Any other subject in which you have an interest and in which you have or want to develop expertise for the benefit of all.

So, if you are interested by any of those issues, do not hesitate to join our team of volunteers! For more information on the topics and how to get involved, feel free to contact our Executive Coordinator, Isabelle, at beca@beca.be or +32 2 2 245 34 50, or your Vice-President (p.15).

T Together

E Everyone

A Achieves

M More

International & European Representation

Nowadays, a lot of legislation is decided at European or international levels, making it essential to have global and European associations. BeCA therefore represents its members at the European and International Levels through its membership to the European Cockpit Association (ECA) and the International Federation of Air Line Pilots' Associations (IFALPA). BeCA contributes actively to the work of these two associations by providing expert input.

International Federation of Air Line Pilot's Association (IFALPA)

The International Federation of Air Line Pilot's Associations represents over 100,000 pilots and flight engineers in almost 100 countries worldwide.

The mission of IFALPA is to be the global voice of professional pilots by providing representation, services and support in order to promote the highest level of aviation safety worldwide.

IFALPA is based in Montreal, where it closely works with the International Civil Aviation Or-



ganization (ICAO). It actively contributes to the development of international standards in civil aviation.

For more information on IFALPA, feel free to consult their website www.ifalpa.org or to contact BeCA's IFALPA Director, Rudy Pont (rudy.pont@beca.be).

European Cockpit Association (ECA)

The European Cockpit Association (ECA) was created in 1991 and is the representative body of European pilots at European Union (EU) level. It represents over 38,000 European pilots from the National pilot Associations in 36 European states. In addition, ECA has 2 Associate Members from outside the European region.

In line with its mission statement and aviation safety being its prime concern, ECA strives to ensure safe and sustainable growth of the air transport industry across Europe, based upon clear, harmonised and enforceable rules throughout the EU.

Moreover, since 2000, ECA is a recognised Social Partner in the EU's Sectoral Social Dialogue.



ECA Piloting
Safety
European Cockpit Association

This allows them to develop - jointly with European employers' organisations - common positions, recommendations and agreements that can have legally binding effects in the EU.

For more information on ECA, feel free to consult their website www.eurocockpit.be or to contact BeCA's ECA Director, Didier Moraine (didier.moraine@beca.be).

Team & Contacts

BeCA 24/7 Accident/Incident Hotline
+32 2 248 03 68

Executive Committee



Alain Vanalderweireldt
 BeCA President
alain.vanal@beca.be
 +32 476 93 24 10



Christophe Verleye
 Executive Vice-President
christophe.verleye@beca.be
 +32 497 70 39 75



Nicolas Vandenabeele
 Admin & Finance Vice-President
nicolas.vandenabeele@beca.be
 +32 473 71 60 54



Didier Moraine
 ECA Director
didier.moraine@beca.be
 +32 474 34 54 65



Rudy Pont
 IFALPA Director & Air Safety
 Committee Coordinator
rudy.pont@beca.be
 +32 478 58 50 44

Vice-Presidents (VP)



Christophe Verleye
Co-VP Brussels Airlines
christophe.verleye@beca.be
+32 497 70 39 75



Bart Smet
Co-VP Brussels Airlines
bart.smet@beca.be
+32 476 42 67 18



Alain Vanalderweireldt
VP EAT/DHL
alain.vanal@beca.be
+32 476 93 24 10



Laurent Hustinx
VP Ryanair
laurent.hustinx@beca.be
+32 472 76 53 39



Rémi Thirion
VP ASL Airlines Belgium
remi.thirion@beca.be
+32 495 50 77 74



Delphine Saive
VP TUIFly Belgium
delphine.saive@beca.be
+32 478 48 63 48

Staff



Isabelle De Gandt
Executive Coordinator
beca@beca.be
+32 2 245 34 50

Office hours:

Monday, Tuesday, Thursday: 9.00 - 17.00

Wednesday: 9.00 - 12.00

Always closed on Wednesday PM and Friday!

Stronger Together!

*We are happy you are part of it.
Thank you for your trust & support*



Member Information Manual - January 2023

Belgian Cockpit Association
Beroepsvereniging Nr. 7477 / Association professionnelle N° 7477
Herlevingslaan 25/43 Avenue du Renouveau, B-1140 Brussel / Bruxelles
T +32 2 245 34 50 — beca@beca.be — www.beca.be

Photo credits:

Cover: © adobeStock.com

Page 2: © shutterstock.com - Laralova

Page 7: © Freepik.com

Page 12: © IFALPA

Page 13: © ECA

Pages 3-15 (background): © Freepik.com

Page 16: © subtlepatterns.com