

**From:** Steve Colman <[sdcolman@hotmail.com](mailto:sdcolman@hotmail.com)>

**Sent:** Tuesday, June 16, 2015 7:16 AM

**To:** [CASO-SACO@tc.gc.ca](mailto:CASO-SACO@tc.gc.ca)

**Cc:** [services@tc.gc.ca](mailto:services@tc.gc.ca); [larry.lipiec@tc.gc.ca](mailto:larry.lipiec@tc.gc.ca); [audra.oakes@tc.gc.ca](mailto:audra.oakes@tc.gc.ca); [andri.harasym@tc.gc.ca](mailto:andri.harasym@tc.gc.ca); [gordon.greenshields@tc.gc.ca](mailto:gordon.greenshields@tc.gc.ca); [ian.shimmin@tc.gc.ca](mailto:ian.shimmin@tc.gc.ca); [jim.nyhuus@tc.gc.ca](mailto:jim.nyhuus@tc.gc.ca); [michael.mcerlain@tc.gc.ca](mailto:michael.mcerlain@tc.gc.ca)

**Subject:** Sky Greece Airlines - Operational incongruities

Dear Sirs,

## **Re: Sky Greece Airlines (B767 registration SX-BPN) - Operational incongruities**

I wish to report the above airline to Transport Canada. Sky Greece Airlines operates scheduled B767 service to Toronto. At best the airline is farcical, operating on a shoestring budget and at worst, mismanaged chaos with the potential for tragedy.

I am a B767 Captain with over thirty years worldwide flying experience. I observed the following operational incongruities while at Sky Greece Airlines:-

### **HUMAN RESOURCES**

1. No requirement to provide a current No Criminal Record Certificate
2. Several crew unable to obtain a US Crew Visa for enroute alternates.
3. No formal interview. Pilots hired as urgent replacements for those leaving due to not being paid.

### **GROUND SCHOOL**

1. No MNPS, ETOPS, RVSM or special airport training - see attached ground school plan.

The operation is non-ETOPS however, the airline operates RVSM in North Atlantic MNPS airspace and would utilize ETOPS procedures in the event of an engine failure. BGSF is an alternate airport and requires a special brief.

### **SIMULATOR**

1. No ETOPS single engine drift down, diversion procedures, practice nor test.
2. No practice approach into BGSF, a non-ETOPS route, primary alternate for this airline.
3. No LV, low visibility training
4. Only one simulator session used as recruitment screening and OPC.

### **FLIGHT PROCEDURES**

1. The flight crew all agreed and requested 60 tons of fuel departing ATH. The Captain was told by fuel company that only 58 tons would be provided "*because that's all that was prepaid*" - a lengthy delay was incurred to obtain the requested fuel.

2. While on layover in YYZ, the flight crew were instructed to decide ramp fuel requirements for return flight YYZ-YUL-ATH, three days before actual departure and based on a flight plan generated three days before departure, in order that fuel could be prepaid, because no credit given by supplier in YYZ.
3. The worst onboard storage of charts, approach plates and documents I have witnessed in over thirty years flying. Papers everywhere. No approach plate binders/booklets, all held together with a paper clips and scattered around the flight deck.
4. No position plotting, gross error checks, records or procedures. Navigation by pure reliance that equipment is accurate.
5. No flight following ability from company dispatch.
6. BGSF is not 24 hours. A three month minimum contract is required with the airport operator to seure the airport as an enroute alternate after operating hours.
7. Flight deck P.A. system inaudible.
8. APU about ready to go U/S, barely enough power to start an engine.

### **FINANCIAL RESPONSIBILITY**

1. Pilots and cabin crew all owed several weeks, and in some instances, several months of salary.

Note: any ramp check would require cabin crew to be interviewed discretely as they are very intimidated by the owners.

2. As evidenced by the email string below, the airline Post Holders could not even provide a simple guarantee that they would pay an owing salary in the amount of only 7,200 euros (seven thousand, two hundred).
3. Despite promises by the airline, I have still not been paid the owing salary amount.
4. A number of pilots have left Sky Greece due to not receiving salary. Standard operating procedure seems not to pay the pilots until they leave, then recruit another group and repeat the process. Cabin crew stay in the hope of being paid.

Sky Greece Airlines requires further and more detailed examination by your authority.

Please contact me if you require any additional information.

Regards,

Captain Stephen Colman

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From: [sdcolman@hotmail.com](mailto:sdcolman@hotmail.com)  
To: [peter.chilakos@skygreece.com](mailto:peter.chilakos@skygreece.com)  
CC: [vasileios.dorizas@skygreece.com](mailto:vasileios.dorizas@skygreece.com); [bill.alefantis@skygreece.com](mailto:bill.alefantis@skygreece.com);  
[frn.alexandris@skygreece.com](mailto:frn.alexandris@skygreece.com)  
Subject: Sky Greece - Sigma Aviation - Transport Canada  
Date: Sun, 7 Jun 2015 21:10:19 -0500

Dear Sirs,

Re: Payment of emoluments - Possible report to Transport Canada, US DOT and FAA

I remind you, I have no contract relationship with Sigma Aviation, as confirmed by the highlighted statements from Sigma Aviation below. Therefore, no agreement exists that I can only be paid on the 10th of the following month. I would never agree to such a clause.

I made a request to Sky Greece on June 2 for direct payment of May salary, using an IBAN number previously provided and used by Sky Greece to effect transfer of per diem (GB50 BARC 2099 2100 2807 12). Unfortunately, my email was ignored - see below.

Sky Greece also ignored my request that I receive by email, before 12.00 hours LT Toronto on Saturday, June 6 (19.00 LT Athens), a guarantee that Sky Greece would be responsible to pay all outstanding emoluments if Sigma Aviation should fail to pay me the full amount. Without this guarantee it was not possible for me to perform any further work for your airline. I subsequently purchased a ticket Toronto-London.

The amended and final owing amounts are detailed below. Should funds not be in my bank account by close of business, UK 18.00 hours LT, Tuesday, June 9, my intended course of action is to submit a report of this, and other matters, to the respective authorities in your area of operations, to include the email string below.

Sincerely,

Captain S. Colman

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May and June salary: 8000/month euros, divided by 30 = 266.66 euros/day

x21 days May = 5600

x6 days June = 1600

Total = 7200 euro

Air ticket YYZ-LHR

Total = 435 euro (602 Canadian \$)

Total amount: = 7,635 euro

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From: [sdcolman@hotmail.com](mailto:sdcolman@hotmail.com)

To: [c.galatsanos@skygreece.com](mailto:c.galatsanos@skygreece.com)

Subject: May salary - Bank account

Date: Tue, 2 Jun 2015 06:33:38 -0500

Dear Charalabos,

Please deposit my May salary into the same account previously provided:

GB50 BARC 2099 2100 2807 12

Thank you very much.

Best regards,

Captain Steve

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**From:** Sarah Barry

**Sent:** 26 May 2015 11:56

**To:** 'Steve Colman'

**Subject:** RE: UPDATE:- Sky Greece

Dear Steve,

I hope you are well.

I just wanted to update you with regards to how things are going with your outstanding contract.

We are following up as urgent with Sky Greece with the DFO and CFO and have asked to clarify outstanding queries this morning so the pilot agreements can be finalised.

If you have any questions in the interim please let me know.

Your patience is appreciated.

Kind Regards,

Sarah

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**From:** Sarah Barry  
**Sent:** 18 May 2015 16:18  
**To:** 'Steve Colman'  
**Subject:** RE: UPDATE:- Sky Greece

Hi Steve,

Thank you for advising.

I am happy to hear this.

How are things going in general?

I am still awaiting the signed contract back from Sky so I can issue your own contract. As soon as I have this I will let you know.

Kind Regards,

Sarah

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From: [SBarry@sigmaaviationservices.com](mailto:SBarry@sigmaaviationservices.com)  
To: [sdcolman@hotmail.com](mailto:sdcolman@hotmail.com)  
Date: Fri, 15 May 2015 14:53:08 +0100  
Subject: RE: Sky Greece

Hi Steve,

How is the first week going?

I was hoping to have the contract for you sooner but there is a hold up receiving the relevant documentation needed to process from the client.

We are following up as urgent.

Was the price of the positioning flight reimbursed?

Kind Regards,

Sarah

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**From:** Sarah Barry  
**Sent:** 11 May 2015 11:08  
**To:** 'Steve Colman'  
**Cc:** [ms.sarahbarry@gmail.com](mailto:ms.sarahbarry@gmail.com)  
**Subject:** RE: Sky Greece

Hi Steven,

Thank you for letting me know.

I hope it was refunded promptly.

When did you arrive?

I hope to have the contract with you later today or tomorrow.

Any questions please let me know.

Kind Regards,

Sarah

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**From:** Sarah Barry  
**Sent:** 08 May 2015 16:47  
**To:** '[sdcolman@hotmail.com](mailto:sdcolman@hotmail.com)'  
**Subject:** Sky Greece

Dear Stephen,

Thank you for taking my call.

I spoke with Captain Dorizas earlier today and he confirmed you were successful at the assessment yesterday so congratulations J

He informed me you are due to start Monday the 11<sup>th</sup> May in Athens.

As this is a Contractor position, your contract will be with Sigma Aviation. I should have your contract to you on Monday.

Can you please ensure furthermore to send me the following documentation over email as requested by Sky Greece;

Licence

Medical

Last 4 pages logbook

English ICAO level

Passport

Do you have any questions at this time? We are following up as urgent with Sky Greece for the flight and hotel and schedule for Monday and will advise as soon as possible.

Kind Regards,

Sarah Barry

**Recruitment Manager**



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