



Reference: IND/10

11IND014
2nd August 2010

To: All Member Associations

Dear Sirs,

Request for Mutual Assistance by ASPA de México on behalf of Mexicana Airlines Pilots

Very recently, a series of events have triggered in Mexico setting the scenario for a sharp dispute initiation with Mexicana's administration. About a week ago two articles in the news papers, announced a critical situation of the company pointing to a possible entry into a process equivalent to Chapter 11 of the United States in case they cannot decide positively on a capital injection at the next shareholders' meeting on July 30th. Following that, ASPA received from the management an unacceptable offer containing three alternatives.

1. The acceptance of a new collective bargaining agreement which among other things claims the dismissal of 290 + pilots positions and 41% reduction in wages.
2. The sale of the company to flight attendants and pilots unions in the price of 1 peso. This package includes of course, liabilities or debts of the company and allows the use of the Mexicana brand for 6 months only. ASPA de Mexico would have to resign, according to them, to ownership of Mexicana Click's collective agreement as they would enter into a conflict of interest being employer at the core company and representing the interests of pilots at the regional, Click. Two Companies within the same group.
3. By not accepting either of these two offerings, the company would initiate the process; they already marked as bankruptcy and eventual cease of operations of Mexicana Airlines. Dead line for any answer to this is August 9th, at 12:00 (México City time).

Although the first planes planned to be separated were two A330-200 that have been operating route Mexico-Madrid for just over one year, the leasing companies have claimed just yesterday, the repossession of three aircraft and it is expected that more leasing companies do the same within the next days.

It is worth to note that Mexicana Link is a Mexicana group company that is outside of collective bargaining with ASPA de Mexico that flies CRJ-200 aircraft and was created with the intention of carrying out domestic flights that feed them both, Click Mexicana and Mexicana Airlines. The reality is that the company argues that Mexicana Link is the company that generates their major income margin and of course pays salaries frankly deplorable under conditions that do not deserve to be mentioned.

Another of the big concerns is that ground employees are not employees of Mexicana Airlines, but a company that provides this workforce through an outsourcing scheme.

More than ever before, ASPA de México is battling its worst dispute and will need the support of IFALPA facing this life or death situation.

It is planned to make all kinds of demonstrations and demands through all means available. IFALPA is composed by professional pilots always showing a high level of commitment with pilot's profession and the dignity that it should always be practiced with.

For all mentioned above, ASPA de México is formally requesting mutual assistance on behalf of the Mexicana Airlines Pilots with the application of the following policies:

Request for Ban on Extra Flights and/or Capacity (I Manual, Paragraph 2.4.1.3)

Request for Ban on Wet Leasing (I Manual, Paragraph 2.4.1.4)

Request for Recruitment Ban (I Manual, Paragraph 2.4.2)

Request for Denial of Training Facilities (I Manual, Paragraph 2.4.3)

IFALPA Submissions, Representations and the Media (I Manual, Paragraph 2.4.6)

ASPA de México will keep IFALPA and Member Associations informed of any further developments concerning this dispute.

Thank you for your co-operation.

Yours faithfully

A handwritten signature in black ink, appearing to read 'G. Fongern', followed by a long horizontal line extending to the right.

Captain Georg Fongern
Executive Vice-President
Professional Affairs