



Reference: IND/11

12IND036

7th December 2011

To: All Member Associations,

Dear Colleagues,

Request for Mutual Assistance by Spanish Air Line Pilots Association (SEPLA)

We have received a request from SEPLA for Mutual Assistance against Iberia Airlines.

Iberia is unilaterally creating a low-cost subsidiary called Iberia Express. This new company endangers the current pilots' jobs, infringes the scope clause in the collective agreement established between the trade union and the company, and aims at watering down the pilot market by having reduced terms and conditions below those in any other comparable airline.

With this action, Iberia not only violates the collective agreement, but also contravenes the Iberia-British Airways merger agreements. The company's strategic plan is clearly to expand the Iberia Express' fleet at the expense of the main carrier, which would eventually disappear, with all its flying being outsourced to Iberia Express.

There have been two years of negotiations during which SEPLA-IBERIA has presented Iberia management with a plan to reduce costs by cutting salaries, raising productivity and optimizing flight hubs. However, these proposals have been rejected by Iberia who seems intent on undermining the whole CLA.

Therefore the Iberia pilots will be commencing strike action on the 18th and 29th December 2011 and SEPLA is requesting the implementation of the following Mutual Assistance policies:

Request for Extra Flights and/or Increased Capacity (I Manual, Paragraph 2.4.1.2)

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)

Assistance to Pilots Stranded Away from Home Base (I Manual, Paragraph 2.4.4)

Request for Denial of Cockpit Crew Contracting (I Manual, Paragraph 2.4.5)

SEPLA 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 be 'R. de Groot', written over a horizontal line.

Captain Rene de Groot
Deputy President