

Request for Mutual Assistance for ASPA de Mexico – Aeromar pilots

Dear Colleagues,

The Asociacion Sindical de Pilotos Aviadores de Mexico (ASPA) are requesting Mutual Assistance on behalf of Aeromar pilots.

IFALPA has been informed that the airline management has not complied with all its obligations towards the Aeromar pilots. Therefore, the Aeromar pilots and the ASPA Executive Board have decided to take industrial action on the first minute of 14 October 2022. The negotiations between ASPA and the airline management are still ongoing. Nevertheless, there is great concern that the company will continue to ignore previous payment agreements.

On behalf of Aeromar pilots, ASPA is requesting the Mutual Assistance as outlined below as per the [IFALPA Industrial Manual](#) starting on **14 October 2022 at 00:01 LT Mexico City**, and until further notice; and further requests letters of support for their pilot group to be sent to the attention of *Captain Humberto Gual Angeles*, *Secretary General of ASPA at humberto.gual@aspa.org.mx*

Request for Ban on Wet Leasing (2.4.1)

Request for a Freeze on Capacity for Carriers inside SkyTeam Alliance (2.4.2.2)

Request for Recruitment Ban (2.4.3)

Request for Denial of Training Facilities (2.4.4)

Request for Assistance to Pilots Stranded Away from their Home Base (2.4.5)

Request for Prohibition of Pilot Contracting (2.4.6)

Request for Submissions and Representations (2.4.7)

An expanded explanation of the Mutual Assistance requested can be found in the appendix attached to this Request or can be found in the IFALPA Industrial Manual, Chapter 2.

ASPA de Mexico will keep IFALPA and its Member Associations informed of any further developments.

In Unity,



Captain Al Gaspari

Executive Vice President

Professional & Government Affairs

IFALPA Industrial Manual, Appendix 1

- **Request for Ban on Wet Leasing**

A Member Association may request a ban on wet leasing. If requested, Member Associations should attempt to persuade their Companies by any appropriate and lawful means to ban Wet Leasing.

- **Request for Increased Capacity and/or Freeze**

When requested, Member Associations should encourage their Companies to provide increased capacity but not to undertake flights on behalf of, or in the name of the struck Company.

If requested, Member Associations should encourage their Companies to freeze capacity, by any appropriate and lawful means.

Associations should also consider requests for an increase and/or freeze in capacity carefully, particularly if they are members of an Alliance, as it may be that they are best served by an increase from carriers outside their Alliance but a freeze from carriers that are members of the same Alliance.

- **Request for Recruitment Ban**

Any Member Association involved in an industrial dispute with a particular Company may request other Associations, through IFALPA, to notify their pilot members not to apply for positions with, nor accept assignments to, that Company.

- **Request for Denial of Training Facilities**

Member Associations should take such steps as are reasonably practicable to dissuade their airline(s) from providing training or facilities to other airlines, which may be seeking to train pilots for strike-breaking purposes or for other purposes which may have the effect of undermining the effectiveness of industrial action.

- **Request for Assistance to Pilots Stranded Away from their Home Base**

All Member Associations should, so far as is practicable, assist members of other Associations stranded away from their home base. The requesting Member Association will be responsible for the reimbursement of any costs arising from such assistance.

- **Request for Prohibition of Pilot Contracting**

If requested, a Member Associations should make every effort to prohibit the contracting of pilots from their company to the company involved in the industrial dispute.

In this regard, Member Associations should seek to negotiate a contractual provision as follows:

“The Company will not, without the agreement of the Association, schedule, assign, or contract out pilots to assist other airlines who are engaged in an industrial dispute with their own pilots”.

- **Requests for IFALPA Submissions and Representation**

The Executive Board may be requested to make submissions and representations on behalf of a Member Association involved in an industrial dispute, to the media, the airline, the aviation authorities, and at ministerial, government, and political levels.

Member Associations may be requested to supplement the above action by making similar representations on behalf of the affected Member Association.