

Request for Mutual Assistance for SEPLA Spain Air Europa pilots

Dear Colleagues,

IFALPA has been informed that the Spanish Airline Pilots Association (SEPLA) announced new days for strike action at Air Europa on 22-23-25-26-29-30 May and 1-2 June at all bases and work centers around Spain.

According to SEPLA, this is in response to the lack of engagement of the airline management to resolve the labor conflict generated by not complying with the Collective Labor Agreement and not listening to the legitimate labor and salary requests of the workers. It should be highlighted that the cost of living in Spain went up 20% in the last 3 years while salaries at Air Euripa remained unchanged. SEPLA would like to stress that, should the airline management continue with the unwillingness to engage in constructive dialogue, further strike actions will be mandated during the summer season.

SEPLA regrets having to take these measures, however, due to the lack of dialogue with the pilots, it is the only way their representatives found to defend the future for Air Europa pilots. The industrial action has been voted and supported by more than 96% of the company union pilots.

SEPLA requests the Mutual Assistance as outlined below, as per the IFALPA Industrial Manual, and further requests Letters of Support for SEPLA pilots to be sent to the attention of its President, Cpt. Óscar Sanguino (presidente@sepla.es), the International Director, Ms. Nerea Cañas (dri@sepla.es), the Communications Director, Cpt. Daniel Escohotado (descohotado@sepla.es) and CC Sebastián Currás-Barrios (sebastiancurras@ifalpa.org)

- Request for Ban on Wet Leasing (2.4.1)
- Request for a Freeze on Capacity (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)

SEPLA will keep IFALPA and its Member Associations informed of any further developments.

In Unity,



Captain Al Gaspari
Executive Vice President
Professional & Government Affairs

Appendix 1, IFALPA Industrial Manual

- **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.

- **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.