

Request for Mutual Assistance for Air Nostrum Pilots (SEPLA)

Dear Colleagues,

The Spanish Airline Pilots Association (SEPLA) announced the call for a continuing strike action at Air Nostrum last 27th February 2023 at all bases and work centers in Spain. Strike action will occur every Monday and Friday until further notice.

The reasons behind this action are as follows:

1. The blockage caused by the Company in the negotiation of the new collective labour agreement (the sixth), by maintaining an unreasonable and immovable position on fundamental aspects of working conditions and wage demands of pilots.
2. On 30 November 2022, the Company presented a revised wage proposal that reneged on the offer of 21 November 2022 (3% raise), whereas pilots have demanded a Consumer Price Index (CPI) wage increase.
3. Between 21 December 2022 and the 17th Jan 2023 the Company did not convene a meeting to negotiate an agreement. On the 17th and 18th January 2023, the Company presented the same proposal that led the pilots to go on strike for 6 days in December 2022 and 2 days in January 2023; refusing to move from their original position.
4. The Company fails to negotiate in good faith as evidenced by their inability to present any alternative to advance negotiations and rejecting any proposal from the company council even with regard to the work regime.
5. The Company maintains that it will not budge from the 3% wage revision offered respectively for the years 2023 to 2025, which fails to compensate pilots for the cost-of-living increase suffered by workers in 2022.
6. In addition, management refuses to address issues that seriously affect the working conditions of pilots, such as maximum working hours and roster changes.

The union regrets having to take these measures, however, it is the only way to defend a fair professional future for pilots, who cannot afford to give up the labour rights set out in the 5th Collective Bargaining Agreement or suffer the loss of purchasing power.

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 the SEPLA President, Cpt. Óscar Sanguino (presidente@sepla.es), SEPLA International & IFALPA Director, Ms. Nerea Cañas (dri@sepla.es), SEPLA Communications Director, Cpt. Daniel Escohotado (descohotado@sepla.es) and CC brianshury@ifalpa.org 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.