

Request for Mutual Assistance for ASPA de Mexico MAS Air pilots

Dear Colleagues,

IFALPA has been informed that ASPA de Mexico recently started representing MAS Air pilots individually, thanks to the new regulations of the Mexican Labor Code that allows pilots to be represented by the union of their choice. Because of this, an overwhelming number of MAS Air pilots chose to be represented by ASPA de México instead of the pro-management union. While these are encouraging news and we are proud of our fellow pilots joining ASPA, the reaction by MAS Air management is troubling. Unfortunately, over the past weeks, the airline management fired a few of the ASPA affiliated pilots under the pretext that the airline is under financial and operational stress. It is our understanding these pilots are likely being targeted because of their decision to join ASPA. It is important to highlight that there was no logic or due process for the terminations and that the pilots' fundamental right of freedom of representation has been jeopardized by the management unilateral action.

While ASPA continues to engage with MAS Air management to reverse these targeted terminations and effectively establish recognition of representation and administration of the MAS Air pilots' CLA, ASPA requests Mutual Assistance as outlined below, as per the IFALPA Industrial Manual, and further requests Letters of Support for MAS Air pilots to be sent to of Captain Jose-Humberto Gual-Angeles (Secretary General) humberto.gual@aspa.org.mx and CC Sebastián Currás-Barrios (sebastiancurras@ifalpa.org)

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

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

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.