

Request for Mutual Assistance

ASPA de Mexico – Aeroméxico pilots

Dear Colleagues,

IFALPA has been informed by ASPA de Mexico that ongoing negotiations between Aeroméxico pilots and Aeroméxico management on labor conditions and wages, have so far, not been successful. As required by the Mexican Federal Labor Law, ASPA de Mexico informs us of the imminent strike that the Aeroméxico Delegation Board (AMX MEC) will engage in, **starting on 1 October 2024 at 0001 LT** unless an agreement is reached before 30 September (*see background information below*).

There are no minimum/essential services required under Mexican law. Once the industrial action begins, all operations of Aeroméxico will come to a complete stop.

On behalf of the Aeroméxico pilots, ASPA de Mexico requests the Mutual Assistance outlined below, as per the IFALPA Industrial Manual, **starting on 1 October 2024 at 0001 LT until further notice**.

- **Ban on Wet leasing** (Para. 2.5.1)
- **Freeze in Capacity** (Para. 2.5.2.2)
- **Denial of Training Facilities** (2.5.4)
- **Assistance to Pilots Stranded Away from their Home Base** (Para. 2.5.5)

ASPA requests that the Letters of support for the Aeroméxico pilots be sent to the attention of Captain Jesus Ortiz-Alvarez, Secretary General, jesus.ortiz@aspa.org.mx / sate@aspa.org.mx and cc sebastiancurras@ifalpa.org

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

In Unity,



Captain Kevin Judkins
Executive Vice President
Professional & Government Affairs

Background Information

In March 2020 Aeroméxico and ASPA negotiated and signed a new CLA (October 2020 to October 2024). A few weeks after that, the COVID19 pandemic started. ASPA negotiated and approved three temporary agreements during the Aeroméxico Chapter 11 process:

The first one was 50% salary reduction for 3 months, the second one was a 30% salary reduction for other 3 months and the third one was 12% salary reduction, per diem reductions and other conditions were reduced too. It is important to emphasize the last agreement, because its termination date is 30 September 2024. In this final temporary agreement, it is stated that the negotiation process shall take place based on the conditions of the Agreement (Oct 2020 – Oct 2024) and not based on the conditions of the temporary agreement.

Unfortunately, the airline management started negotiating based on the temporary agreement. Management claims they have a fixed amount of money approved by the Board to distribute for improving the pilots' wages and conditions, but this amount is reduced if based on the Agreement 2020-2024 conditions. Management is not honoring what was agreed.

As of today, the negotiations are still ongoing and the airline management made three proposals to ASPA including a 5% pay raise, but none of these are even close to what Aeroméxico pilots and ASPA consider as fair and viable.

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 Denial of Training Facilities**

MAs should take any reasonably practicable measure 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.