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The Global Voice of Pilots

news



ASPA signs breakthrough agreement

**HUPER Committee looks at MPL
implementation in Brisbane**

June 2007

ASPA Aeromexico pilots sign ground breaking agreement



By Capt German Diaz Barriga

In May, the Aeromexico pilots represented by ASPA de Mexico signed a new agreement which will run in parallel with the existing collective labour agreement (CLA) with the airline's management which while giving the airline generous concessions at the same time will protect pilot jobs and pensions. To understand the agreement you must consider the background. As many will remember, in the mid 1990s Mexico suffered what can only be described as a meltdown of its economy. As a result of this crash, the government collected the major companies that were either bankrupt or facing imminent bankruptcy under an umbrella organization backed by, although not funded by the government. This organization, the Instituto Para el Ahorro Bancario (IPAB), was tasked with finding investors to take over the troubled companies which included Aeromexico, Mexicana, Click, Aerolitoral and associated ground services maintenance and training companies. These were acquired by CINTRA and were due to be sold on during 1999. It should be remembered that from 1995 our airlines contin-

ued to operate without subsidies from government or anywhere else.

Mexicana and Click sold

However it was not until six years later in December of 2005 that the first parcels were sold on to new investors when a Mexican Hotel mogul Gastón Azcárraga, bought Mexicana, Click and 50% of the service companies. Unsurprisingly he immediately began to restructure the airlines and turned to the pilot group for help in cost reductions. ASPA de Mexico worked

Aeromexico has refocused its operations on international routes transferring a number of routes to Aerolitoral which is rebranding as 'Aeromexico Connect'

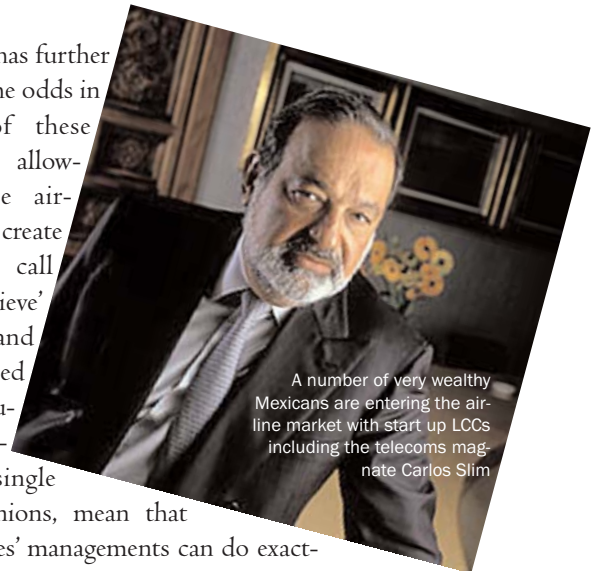


heard with the airline's management and was able through application of the knowledge and skills acquired through IFALPA to work out a revised collective labour agreement (CLA) with the airline which resulted in cost reductions of US\$50 million. However the downside has been that in the intervening 18 months to today Mr. Azcárraga is yet to make significant further investment in the airline and has continued to reduce cost in the form of changes to the CLAs of various labour groups. The cabin crew are currently being pressured to modify their CLA in favour of the management and Mr. Azcárraga is holding out the promise of orders for an additional 40 A320 family aircraft if they agree to his demands. This would increase the airline's fleet to over 100 (from today's 62). But the picture is not all bleak, Mexicana has been restructured and is working well although to date all the expansion has been from the Click LCC division which has seen its fleet nearly double to 18 Fokker 100s in the last 18 months.

Aeromexico still seeking a buyer in a hardening market

Following the sale of Mexicana and its restructuring, interest in the acquisition of Aeromexico has begun to surface with interest from a number of wealthy Mexican investor groups as well as other airlines. In broad terms the asking price for Aeromexico is around US\$280 million (compared with the US\$165 million sale price of Mexicana). Further complicating the issue is the fact that the Government has granted seven Operator's Certificates to the same number of new LCC operators. These start up operations benefit from strong financial backing. One of them, for example, is financed by Carlos Slim, who with a personal estimated fortune of US \$53 billion is the world's second richest man. These backers have bought immense amounts of cash to their operations and seem to be operating a 'loss leading' tactic in order to undercut on fares and services to eradicate the competition. In addition these powerful backers have secured subsidies from the government to operate public service obligation routes to airports like Toluca, Queretaro, Cuernavaca and Puebla. In addition, the gov-

ernment has further stacked the odds in favour of these start ups allowing these airlines to create what we call 'make believe' CLAs and these, allied with virtually powerless single airline unions, mean that the airlines' managements can do exact-



A number of very wealthy Mexicans are entering the airline market with start up LCCs including the telecoms magnate Carlos Slim

The 19 point plan

1. The deal will run for two years from July 2007 to July 2009 while new owners continue to be sought by IPAB
2. No pilot layoffs during the term of the agreement
3. Pension Funds are ring-fenced
4. Pilots are guaranteed increase in salary increases of the national inflation rate plus 1% for 2007-2009
5. Pilot seniority frozen for two years*
6. Monthly duty time hours monthly maximum increased by 5 to 90
7. Extra duty and flight time pay is reduced by 50%
8. The so called 'Profilaxis' (a deal where every pilot with more than three years seniority receives five nights hotel accommodation and five days per diem for rest and recuperation) are suspended for three years.
9. The number of litres of gasoline paid for by the company for travel to and from work is reduced from 250 litres per year to 180
10. The airline has to put in place several of it's own cost reduction agreements, prior to July 31
11. Pilot's extra pay for 4th, 5th, and 6th landings do not apply for 2 years
12. No trimester productivity bonus during the next 2 years
13. Reduced pay for overnight flights
14. No ground transportation pay at the base after overnight flights
- 15 per diem down 20%
16. Mexican law requires a minimum 30 vacation days a year. The company provides an extra day's leave for every year of seniority the additional 'seniority days' may be now used by the company
17. Reduced 7th day payment (when the pilot works 7 days in a row)
18. A special agreement on training and certain other facilities for 777 crews in order that the airline can introduce a fourth 777 by the end of 07
19. ASPA has the right to audit any proposals to change the content of the agreement.

*Saving 2% on annual pilot salary cost

Mexicana's Click brand has been significantly expanded with its fleet almost doubling in the last two years.



ly as they wish. To underline what this means the pilots' salaries at these airlines are about a third of those at Mexicana and Aeromexico and they enjoy very few benefits.

As a result of these predatory operations, Aeromexico has been suffering, although the airline has been realigning its focus, handing over some of its domestic operations to Aerolitoral (now rebranding as 'Aeromexico Connect') where they can be more competitive and developed its international operations. As a result of this strategy, Aeromexico's ASKs are 60% international and 40% domestic. Even so the airline is forecasted to post losses for 2007 and 2008, although exactly how bad these will be we are not yet sure. The airline is in need of a buffer to not only attract a buyer, and under the IPAB mandate a buyer must be found, but also ensure its survival.

ASPAs Assistance Plan

Since early in 2007 the pilot group at Aeromexico has been considering ways in which it could help make the airline's survival a reality. We decided that whatever plan we proposed would need to meet the following criteria:

1. It wouldn't hurt pilots' salaries.
2. It must not be so definitive and long term that if and when we got a new owner and that owner was looking for concessions we'd have nothing left to bargain with.
3. It must increase the airline's competitive fitness in order that it can survive the 'war' in the domestic markets while the shake out continues – something we estimate will last another 18 to 24 months.

Initially, we proposed a three year agreement which would improve the airline's competitiveness and margins by US\$30 million annually. However this proposal did not gain approval at the

ASPAs General Assembly. On reflection, this failure was probably due to many pilots failing to understand the gravity of the situation. It certainly was difficult to convey the fact that the airline is in deep water and the sharks are circling against a background where the wider economy chalked up one of its best performances in 2006. We then went back to our brainstorming and came up with a 19 point proposal which has found favour with the membership and will come into force next month and run until July 2009. The plan will improve the airline's bottom line with a minimum of US\$34 million annually, although in reality it could be by as much as US\$52 million and at the same time it protects pilot salaries and pensions. This agreement is the first of its kind in Mexico's history and reflects the desire by the pilot group to help build a future for our airline.



German Diaz Barriga is a Captain with Aeromexico flying Boeing 737 NG. He is also ASPA de Mexico's Technical Director and ASPAs ADO rep. at IFALPA'S ADO Committee, also as well as at the Skyteam Pilots Assoc. and FLAP (Federacion Latinoamericana de Pilotos).

Access all areas – A proposal for a secure efficient access control system for air crews in Europe



In common with most short haul pilots the author passes through a number of security checkpoints in a variety of countries.

By Capt. Jo Puff, IFALPA Security Committee Chairman

Since the implementation of EU Regulation 1138 in January 2006 air crews Europe-wide have found that crew security checks at airports prior to entering the Security Restricted Area have become more and more of a hassle. Not only that, these onerous security checks have, on occasion, led to delays and flight cancellations. As a pilot operating on short haul routes I pass through the security points at several European airports as part of my daily working routine and it is obvious to me that even several years after implementing European Union Regulations 2320/2002 and 622/2003, intended to harmonise rules and standards for aviation security, we are far from a harmonised security control for airline crews. There is also a clear contradiction in the fact that the pilot is seen as a possible threat up until the time when he enters the airplane. From that point on, he is the person responsible for security on board. Essentially, the reality is that pilots are at risk, not the risk.

Another inescapable fact is that as pilots we are trusted with the airplane with up to - on a 777 for example - 160,000 kg of fuel on board. Therefore, logic dictates that we should also be trusted to pass through general security procedures with ease, as long as there is a secure method of identifying the pilots as crew. So how can we demonstrate that pilots are, in fact crew and not potential terrorists and, at the same time, ease access of the pilot community to our workplace?

Oh great, another ID...

It is true that today in within Europe there are between 70 and 100 different crew IDs issued in Europe. These cards are issued by airports, companies and national authorities. Indeed; it is not unusual for an individual pilot to hold three of these IDs. The problem, apart from the number and variety of these cards, is that there is no common standard in content, design or issue procedure. This situation is made worse by new ID card systems being introduced based on biometric data by various authorities, again with no common standard. Furthermore, we see different time schedules in implementing biometric measures in all 27 European Member States. That means there will be no European standard and no harmonised acceptance.

Let's take a fresh look at the problem and establish the goals that we are aiming for and what we have to do to reach them:

Goals:

- * Improve security by a positive identification of crew members
- * Reduce costs due to adjusted security checks (less time needed)
- * Facilitate crew access to aircraft



Intermediate Course

Lisbon

28 June 2007

About the Intermediate Course

This one day course is intended for those who have already attended the IFALPA ALR seminar or have completed the LRST Module of the IFALPA Safety School. The course will help participants develop the knowledge and experience they have already gained by enhancing their knowledge of the IFALPA & ICAO Annex 14s.

It will also provide a briefing on the new direction at ICAO and how this affects the work of the Federation and its pilot volunteers. In addition, attendees will receive a briefing on Safety Management Systems (SMS) and direction on how to carry out an airport survey.

Finally, attendees will have the opportunity to learn from the experiences of others with an examination of five case studies based on actual events and situations that have been encountered by Accredited IFALPA ALRs in the field.

Completion of the ALR Seminar/ LRST course and Intermediate ALR will qualify a pilot volunteer to become an Accredited IFALPA ALR and assist airports in optimising their daily operations, modifications and remedial work.


More Information

To get more information about the course and registration procedures, contact Anne Munday: annemunday@ifalpa.org

FREE REGISTRATION
Attendance at the Intermediate ALR Course
is free to pilots who are members
of IFALPA MAS

EU-Logo/Issuing State Competent issuing authority		CREW MEMBER CERTIFICATE	
Photograph of holder of Certificate	Surname/Nom		Given name/ Prénom
	Sex/ Sexe	Nationality/ Nationalité	Date of Birth/ Date de Naissance
	Employed by/ Employeur		Occupation/ Profession
	Doc No/N ^o du Doc		Date of Expiry/ Date d'expiration
	(Signature of holder)		

FRONT

		Issuing State
The holder may, at all times, re-enter upon production of this certificate, within the period of validity.		
Issued at/Émis à (Place of issue)	(Signature)	Issuing Authority/ Autorité d'émission
Machine Readable Zone (To be left blank when non-machine readable certificate issued)		

BACK

Figure 1 Proposed EU wide ID design

Current Situation:

- * New technology of security checks and identification is being introduced
- * Different solutions of biometric identifications already exist

One tool would be a standardised European crew member identification card which then could be used in all EU-States. We propose a card containing name, photograph, job title and airline, issuing authority and state, expiry date and standardised biometric identification and electronic signature which must be machine readable. The card should be based on ICAO Annex 9 Chapter 3 Part N, Crew Member Certificate requirements, and, like the present EU driving licence, be credit card size. See figure 1. This card would then supersede the existing range of ID cards.

All well and good but what about the steps for introduction? Following acceptance of the concept we propose the following five point programme for implementation:

- * Definition of the new Crew Member ID Card
- * Reviewing of the Legal process
- * Card Issue National authorities (so no need for an expensive new supra-national European authority)
- * Establishing usage procedures
- * Introduction of the routine operation of the new Crew Member ID Card

We believe that this system will deliver the industry and airline crews with an airport and aircraft access procedure that is secure, easy to use and, is cost effective



Jo Puff is a Captain for Lufthansa Cityline flying CRJ700 and 900s. In addition, he is the Chairman of the International Federation of Air Line Pilots' Associations (IFALPA) Security Committee and a member of the European Cockpit Association (ECA) Security Working Group

Note: This article originally appeared in the May edition of the ERA journal Regional International

Livery design confusion -check and confirm



Was that Star Alliance 340 Air Canada or Lufthansa?

PANS-ATM says that when issuing local traffic information by the aerodrome or ground controller, including information given as part of conditional clearances, the use of aircraft type is integral to the transmission. PANS-ATM goes on to say that the traffic is to be described 'so as to be easily identifiable'. To meet this requirement, controllers will often include, in addition to the aircraft type, a description which might include the colour or the operator's name or radio telephony designator. So we hear

"follow the Air France 320 to Alpha and hold Alpha 1"

"after the landing Speedbird 777 line up and wait"

"hold position traffic is a gold Citation".

It is a system that works well. However, according to a recent Eurocontrol Safety Alert pilots are reporting confusion over ambiguities in aircraft liveries and the advent of marketing driven liveries is the main problem, the use of an alliance livery for example, presents ambiguities. Eurocontrol warns that because of this potential for

confusion, ATC must take particular care when describing traffic particularly as part of conditional clearances and recommends that ATC visually confirm the livery of a given aircraft is consistent with the livery expected for the aircraft in question. For pilots, Eurocontrol reminds pilots that they are "required to visually identify the aircraft or vehicle causing the clearance to be conditional and that it is of the utmost importance that this procedure is carried out correctly and that the resulting identification is beyond doubt.



After the Delta CRJ900...

Elected Representative Training

2-4 July 2007
Lisbon

Taking on the responsibility for the management of your Pilot Association is a daunting prospect for many elected representatives. The successful Association leader needs a wide range of knowledge and expertise and it's all too easy to take a few wrong turns as you develop the experience you need. For this reason IFALPA offers a three day seminar which aims to give newly elected and long serving Pilot Association leaders a grounding in the skills they will need to become effective and skilled leaders.

Act Now

Places at the Seminar are limited and will be allocated on a first come, first served basis. To register or get more information please contact Tricia Salmon triciasalmon@ifalpa.org

Airbus' Jean Daney honoured by IFALPA's Accident Analysis Committee (AAC)



Arnaud du Bédat reports from Windhoek

AAC Chairman Capt. Gavin McKellar (left) congratulates Jean Daney on his Letter of Commendation

IFALPA's first AAC meeting and Safety Seminar of the year was organised by the Namibian Air Line Pilots' Association (NAPA) and took place at the Safari Court Hotel in Windhoek, from Monday 7th to Thursday 10th May, under the Chairmanship of Captain Gavin McKellar. The Committee was pleased to welcome a new representative from Boeing, Captain Tom Phillips, who was previously a US ALPA delegate to the ADO and AGE Committees.

The Safety Seminar was very well attended by over 40 participants, including Air Namibia management, Air Namibia pilots and cabin crew, Westair pilots as well as aviation examiners and consultants. There were 3 presentations. Captain Phillips gave a briefing on the safety culture from a Boeing viewpoint and explained the ways to improve safety through a team effort between the manufacturer, the airline management and the line pilots. Mr Jean Daney from Airbus made a presentation on Safety Management Systems, explaining their background and purpose. SMS will become an ICAO standard for airline operators from the 1st of January 2009: airlines will establish and operate an SMS, which local authorities will certify and oversee. Finally, Mr Wynand Serfontein from ALPA South Africa made an extensive presentation on fatigue, lack of sleep, jetlag, and their effect on crew performance.

The AAC meeting itself was attended by 28 members and observers from 15 countries. Also in attendance were Mr Titus Shuungula, Accident Investigator with the Namibian Ministry of Transport, Mr Peter Nutt, Namibian DCA Examiner, and Mr

Jan du Plessis and Mr Albert Morudi from the South African CAA.

The meeting started with the reports on IFALPA's representation at international safety meetings and continued with the review of recent accidents deemed of particular interest to IFALPA, considering the issues involved. There were several presentations made on high profile accidents, and in particular the Transair SA227 in Lockhart River, Australia (7 May 2005), the Garuda B737 in Yogyakarta, Indonesia (7 March 2007) and the Regional Fokker 100 in Pau, France (25 Jan 2007). Both manufacturers gave an update on the investigations they are currently involved in. Following this update, the Chairman presented Mr Daney with a Letter of Commendation signed by Captain Carlos Limón, President of IFALPA, recognizing 10 years of participation in the Committee's work: Mr Daney's first attendance to an AAC meeting was in Kyoto in June 1997. This was followed by a round of applause for Mr Daney.

NAPA had also organized a very nice social programme for the delegates. It included a barbecue, a Boeing-sponsored dinner at Windhoek's most famous dining place: the boma in Joe's Beerhouse, and a game drive in the Okapuka Ranch. Captain McKellar presented Captain Andre Steenkamp, President of NAPA, with an IFALPA plaque, thanking his Association for hosting the meeting and for offering the delegates such warm hospitality.

The next AAC meeting will be hosted by ACAC (Colombian ALPA) and takes place in Bogotá from Monday 8th to Thursday 11th October 2007.

IFALPA Human Performance Committee investigates Alteon MPL syllabus

James Eales reports from Brisbane

A team from IFALPA's Human Performance (HUPER) Committee, which includes licensing and training issues within its portfolio, was invited to visit the Alteon facility in Brisbane yesterday to receive a briefing on the company's plans for Multi-Crew Pilot License (MPL) training. Alteon is a wholly owned subsidiary of the Boeing Company, which specializes in training airline industry staff, including flight crew, flight attendants and maintenance staff.

The team lead by Capt. Richard Woodward, IFALPA Executive Vice-President, Technical Standards and Capt. Uwe Harter, HUPER Committee Chairman accepted the invitation to "see how this prototype MPL training program was going to be implemented in the real world". The Federation is not opposed to the introduction of MPL as a concept but it does have serious reservations over the way the new licence is implemented as set out in



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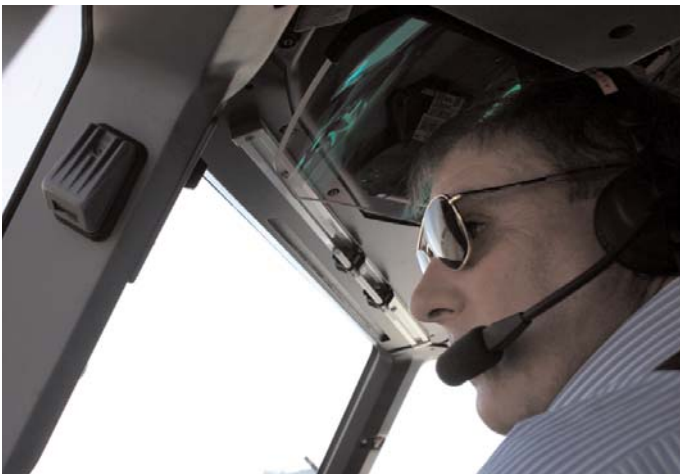
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The avionics suites and engine management systems of the Diamond Star and Twin Stars used by Alteon are literally 'state of the art'

its MPL position statement (07PS01 available as a pdf file on the IFALPA website). Commenting on the visit Capt. Woodward said: "We were certainly impressed with both the facility and the frankness of Alteon, who acknowledged that this was a beta test programme that was still developing. As this is one of the first MPL programmes and, therefore, a world leading programme, we also appreciate their willingness to work with IFALPA to achieve the highest possible standard. There are many interested parties when it comes to MPL. It has the potential to achieve professional pilot training at a lower cost and to partly ease the looming world wide pilot shortage. As always our concerns centre on the safety of the travelling public and while the MPL does present some interesting opportunities, at the same time these outcomes may be hazardous if the MPL pilots are not of the same or better quality when compared with today's airline graduates. IFALPA will be monitoring the 'beta' testing of the MPL syllabus with great interest".



Have an idea for an article or want IFALPAnews to cover your story? Contact Gideon Ewers, IFALPA Media and Communications Officer Tel. +44 1932 579041 or email gideonewers@ifalpa.org

Dates for your Diary

June

18

International Flight Engineers Meeting

London, United Kingdom

Contact Arnaud du Bedat: arnauddubedat@ifalpa.org

19-21

Aircraft Design and Operations Committee Meeting

London, United Kingdom

Contact Arnaud du Bedat: arnauddubedat@ifalpa.org

25-27

Aerodrome & Ground Environment Committee Meeting

Lisbon, Portugal

Contact James Eales: jameseales@ifalpa.org

25-27

Intermediate ALR Training

Lisbon, Portugal

Contact Anne Munday: annemunday@ifalpa.org

28

7th Executive Committee Meeting

Brussels, Belgium

Contact: Heather Price heatherprice@ifalpa.org

28-30

7th Executive Board Meeting

Brussels, Belgium

Contact: Heather Price heatherprice@ifalpa.org

July

2-4

Elected Representative Training

Lisbon, Portugal

Contact Tricia Salmon: triciasalmon@ifalpa.org

September

10-12

Helicopter Committee Meeting

Aberdeen, Scotland

Contact Valerie Godfrey: valeriegodfrey@ifalpa.org

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