

# The International Federation of Air Line Pilots' Associations



11th December 2014

Kazuo Inamori  
Honorary Chairman  
Japan Airlines

Masaru Onishi  
Chairman of the Board of Directors  
Japan Airlines

Yoshiharu Ueki  
President-Director  
Japan Airlines

Dear Sirs:

I am writing on behalf of The International Federation of Air Line Pilots' Associations ("IFALPA") which speaks for more than 100,000 airline pilot members in over 100 countries.

I am aware that during the bankruptcy, Japan Air Lines ("JAL") dismissed some 81 pilots based upon their ages and attendance record. The dismissal of these pilots has resulted in a severe hardship for them and their families. Based on the reports of the pilots we are gravely concerned that these dismissals were unfair and violated basic human rights. This was confirmed by the International Labor Organization ("ILO") in June 2012 and October 2013 when they found the dismissals were a violation of the International Labor Convention, Articles 87 and 98.

I am also aware that there has been considerable litigation in the Japanese courts concerning these dismissals. I understand that this litigation, which is distracting, is continuing and is not beneficial for anyone.

IFALPA strongly believes that the appropriate method to resolve this issue is for JAL management to enter into negotiations with the dismissed pilots or their representatives. This process would resolve a long-standing dispute on mutually agreeable terms and in our view is the appropriate way to address these claims.

We respectfully urge that you enter into negotiations to address the dismissal of the pilots.

Sincerely,

A handwritten signature in black ink, appearing to read 'Don Wykoff', is written over a light blue horizontal line.

Captain Don Wykoff  
President

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