



## EUROPEAN COMMISSION

Employment, Social Affairs and Equal Opportunities DG

Social Dialogue, Social Rights, Working Conditions, Adaptation to Change  
**Social Dialogue, Industrial Relations**

### SECTORAL DIALOGUE COMMITTEE CIVIL AVIATION

#### **ATM working group meeting 27 November 2008 Concise minutes (adopted on 11 March 2009)**

Chair: Morning session: Mr Etienne (ETF), afternoon session: Ms Desseaux (CANSO)

#### **1. Adoption of the agenda and adoption of the minutes of the last meeting**

The agenda of the present meeting and the minutes of the last meeting (10 July 2008) were adopted. The meeting was kindly hosted by ETF.

#### **2. Definition of ATSEP**

CANSO informed the meeting that good progress had been made with the definition and that they would hopefully come to a common position by the end of 2008. ETF was ready to commit to another meeting.

#### **3. FAB (functional airspace block) questionnaire and follow-up**

ETF reported that unfortunately data were not available for both sides as previously agreed. According to the minutes, the agreement was to make a joint analysis. Now CANSO had only sent a summary of the employers' responses. CANSO replied that the intention was to look at European trends and not at the individual level. ETF stressed that the objective had never been to point fingers.

ETF presented the preliminary joint analysis deriving from 14 CANSO and 23 ETF responses (see detailed slide presentation). CANSO committed to make a further analysis. The employers' side proposed that one person of each side would have full access to all the data, bound by confidentiality. These two persons would bring their further joint analysis to the next meeting, which was accepted by ETF<sup>1</sup>.

#### **4. Preparation of the Social Forum**

Since DG TREN would hold a social forum on the aviation package Single European Sky tomorrow, it had been agreed to not invite their representatives today. ETF referred

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<sup>1</sup> CANSO appointed Ms Bender for this task. ETF appointed Mr Rubini.

to the "Fifth pillar of SES II" dedicated to human factors which Mr Calleja had announced recently. The social partners should explore jointly with DG TREN what was the concept behind this new pillar.

## **5. Social dialogue subgroup on SESAR**

ETF had already appointed three members for the subgroup and was ready for the next steps. The workers' side thought that it could be appropriate to meet between the JU (joint undertaking) and the next social dialogue meetings with the objective to anticipate change. It would also be good to establish contacts to the human performance group within the JU. CANSO said that it was difficult for the employers' side at this stage to appoint their delegates because six ANSPs were heavily involved in contracts related to SESAR. Finally, CANSO agreed with the proposal to meet amongst social partners in February 2009 in order to find out what should be achieved from a social partners' point of view<sup>2</sup>.

## **6. Update on Just Culture**

ETF informed the ATM representatives about the state of the art of the draft charter and guidelines on Just Culture. The social partners would meet on 15 December to discuss further amendments. The participants suggested updating the ICB on work carried out by the social partners in this field.

## **7. ATCO shortage**

ETF suggested addressing this issue in the future. Statistics showed that delay due to lack of staff was increasing, and some countries were facing recruitment problems. One could look jointly at the extent of the problem and find out how to address it. The Commission representative invited the social partners to look at what other sectors did on the problem of shortage/attractiveness of the sector<sup>3</sup>. CANSO suggested using the term "ATCO manpower" instead of ATCO shortage.

## **8. Mobility**

ETF and CANSO agreed that with the new ATCO licence and the development of FABs, mobility became an increasing issue. Here again, ETF wished to anticipate change in this area which was linked to (but not the same as) ATCO shortage. For ETF, mobility was not a solution to shortage, and it would not apply to controllers only (but to ATM staff in general). For CANSO however, mobility was part of a solution for ATCO shortage at some locations.

## **9. Any other business**

CANSO raised the question whether the social partners could issue a joint position on SES II and presented a draft joint paper. Since ETF had received the draft only recently, the workers' side could not say yes to the text now. In addition, ETF did not see any of their own proposals (in the social field) reflected in the draft. What is more, they considered that it was too late for impacting on amendments in Parliament. However,

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<sup>2</sup> CANSO appointed Mr Schwenk, Ms Desseaux and Mr Hutchins.

<sup>3</sup> See social dialogue texts database: [http://ec.europa.eu/employment\\_social/dsw/dspMain.do?lang=en](http://ec.europa.eu/employment_social/dsw/dspMain.do?lang=en)

after the vote in Parliament and Council in December, one could look jointly at the results and issue a statement together. CANSO was ready to continue the discussion.

CANSO suggested informing each others' side on the dates of their respective internal social decision-making meetings. This would facilitate future progress in the social dialogue.

The next meetings of the ATM working group are planned for 11 March and 25 June 2009.

**List of participants**

<p><u>Employers:</u></p> <p>Ms Bender (DFS)          Mr Calderin (AENA)          Mr Cerny (ANS CZ)          Ms Desseaux (CANSO)          Mr Hutchins (NATS)          Mr Kavanagh (IAA)          Mr Maguire (IAA)          Mr Schwenk (DFS)          Mr Walker (PCS)</p>	<p><u>Workers:</u></p> <p>Mr Balletero (ETF)          Mr Clarkson (ETF)          Mr Etienne (ETF)          Mr Fischer (ver.di)          Mr Gustavsson (ETF)          Mr Joffrin (ETF)          Mr King (Prospect)          Mr Kulev (UTWS)          Mr Liorzou (UNSA)          Mr McDonald (Impact)          Mr Mooney (IFATSEA)          Mr Payr (VIDA)          Mr Ramos (CC.OO)          Mr Rubini (FIT-CISL)          Mr Terenas (SINCTA)          Mr Valle (observer)</p>
<p><u>European Commission:</u></p> <p>Ms Durst (DG EMPL/F.1)</p>	