



**SECTORAL DIALOGUE
COMMITTEE**

Minutes of the plenary meeting

22 October 2020

Due to the situation created by the COVID-19 pandemic, the meeting was organised with videoconference (KUDO).

The chair, Charles-André Quesnel (ETF Air Traffic Controller in Paris Center and member of USAC-CGT National Board) representing the workers' side, introduced the meeting. Vice Chair was Sylviane Lust (AIRE Director General).

The chair highlighted the situation created by the COVID-19 crisis, the first of this kind with a historical low level of air traffic. He stressed the role of social partners to address the pandemic, social dialogue is taking place on the ground, social partners adopted joint statements and had an advisory role regarding decisions to be taken.

1. Adoption of the agenda

The draft agenda was adopted with an AOB on the joint statement on the payroll scheme.

2. Adoption of the minutes of the last plenary meeting

Minutes of the plenary meeting on 21 June 2019 were adopted¹.

3. Impact of COVID 19 on Social Partners

Donal Handley, Chief of Staff, Director General's Office EUROCONTROL provided a general introduction on the impact of the COVID-19 pandemic on the civil aviation sector.



3 EUROCONTROL -
Sectoral Social Dialog

The social partners' organisations members of the SSDC reported on the impact of COVID-19 on the sector, all stressed that the crisis will have long-term effects. The reduction of air traffic has huge social impacts, including for the aviation subcontractors. Social partners called in particular for EU coordinated measures for travel and safety, as well as the prolongation of the

¹ <https://circabc.europa.eu/faces/jsp/extension/wai/navigation/container.jsp>

COVID-19 related measures (notably support to employment and extension of derogations). They questioned possible unlevel playing field following state aids, some called for an EU aviation transition framework and EU state aids guidelines for aviation until 2024, as well as dialogue with national governments regarding the national recovery plans and its aviation component. The subsectors have also their specific challenges, such as ATM service continuation.

The trade unions insisted on the cost of the pandemic for the staff. They denounced that COVID-19 could not be a pretext to attack workers' rights. Any EU framework for aviation should also focus on protecting jobs to allow a restart of the aviation industry. They stressed the importance of involving (consult) staff.

The chair concluded on the key messages by the social partners organisations, all shared that the crisis will have long-term effects. Social dialogue is an appropriate tool to deal with the crisis, all social partners organisations agreed to focus the social dialogue on COVID-19.

4. Update by the Commission on EU priorities (DG MOVE)

- Joshua Salby from DG MOVE Strategy and communication presented the Strategy for Sustainable and Smart Mobility and aviation recovery plan (see slides).



4-1 SSM Recovery
DG MOVE.pdf

- Frederik Rasmussen Deputy Head of Unit DG MOVE Single European Sky presented the developments under the Single European Sky.



4-2
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- Christophe Dussart Deputy Head of Unit from DG MOVE - EU Aviation market updated on three topics:

Revision of the Air regulation 1008/2008, he indicated that following the consultation, an impact assessment was drafted based on the issues identified before the COVID-19 pandemic. It was foreseen to present a proposal for the revision of the Regulation in early 2021. However, a new impact assessment would need to consider the lessons of the COVID-19 crisis on the aviation market. Therefore, a proposal will be prepared for an adoption foreseen in 2022.

Review of the Ground Handling (Directive 96/67/EC), the ex-post evaluation of the Directive is to be finalised beginning of 2021. The COVID-19 also had an impact on groundhandling. The Commission adopted a proposal for the extension of temporary derogations to the EU Ground Handling Directive.

He also explained that negotiations are on-going with UK on Brexit. Agreement should be reached before the end of the year. The priority is to keep connectivity. If no global deal is reached, the Commission is ready to prepare a proposal.

- Fabio Grasso from the ATM Department in EASA presented the Agency Rulemaking Tasks (RMT) on ATCO licensing and Remote Tower Operations Update RMT (see slides)



4-6 CASD Plenary -
EASA PPT 22.10.20.pd

- Sylvie Finné, DG EMPL social dialogue unit presented an up-date on the revision of Regulations 883/2004 and 987/2009 for which the Commission adopted a proposal in 2016. The legislative process and inter-institutional negotiations are still going-on. A more detailed update on the revision of Regulations 883/2004 will be sent in writing.

5. General Discussion on the up-dated EU priorities

Social partners expressed their priorities and specific comments on the initiatives, some comments below:

ACI called on the Commission to take longer period for the exemption measures in groundhandling, for long-term stability. Attention was drawn on the call for urgent support in joint statement, adopted by ASA, ACI EUROPE². Christophe Dussart confirmed that the discussion can continue with social partners on this topic.

A4D noted that not all airlines were provided with the same level of state aids by the Member States. This will affect level playing field and ultimately impact on jobs.

ETF stressed that the priorities is the aviation recovery. ETF complained about the social aspects on the revision of SES+ and EASA Basic Regulation, as well as about the lack of involvement of the staff representatives before the adoption of the new proposals. Frederik Rasmussen clarified that the inputs by the social partners will continue to be relevant for the implementation of the Regulations.

ECA supported the request by the social partners for longer-term measures to support the aviation and for specific funding. ECA also clarified the need for specific consultation of social partners, not only stakeholders' consultations in the EASA context.

The chair concluded that the dialogue should continue to find solutions and overcome the crisis.

6. Report on the implementation of the SSDC Work Programme 2021-2022

a. General

- COVID-19 was the priority in 2020, three statements were adopted by the civil aviation social partners: Effects of COVID-19 and need for action in European aviation, Joint appeal to the EU institutions and the Member States and Statement to the Council by the Social Partners in the Civil Aviation Sectoral Social Dialogue Committee on the response to COVID-19 and Joint Statement by the European social partners in Civil Aviation on payroll support schemes for aviation in response to the Covid-19 pandemic.

² <https://ec.europa.eu/social/main.jsp?catId=521&langId=en&agreementId=5685>

One joint statement was also adopted for groundhandling (see above)³. Social partners are also negotiating a joint statement on “unruly” passengers.

- Horizontal priorities of the work programme on violence against women and third party violence in aviation and cooperation with EASA on the implementation of the new Basic Regulation 2018/1139 were put on hold. The project’s steering committee on 4/12 will examine how to relaunch those works.

b. Air crew

- ECA reported on the Air Crew working group. The study report on posted aircrew was published in February 2020. Aircrew work programme is also on hold.

c. Air Traffic Management

- ETF reported on the excellent cooperation between social partners in the AsPret group, the on-going cooperation with EASA on social issues and consultation on the implementation of the Just culture toolbox. Issues with regards to social partners consultation on the SESII+ were mentioned, in particular ATCEUC enquired about the appeal procedure in the PRB once it is moved to EASA.

d. Ground handling

- ETF reported on GH working group achievements, the discussions on the progress of the Ground Handling Directive, continuing joint work on standards on quality of services and discussions on quality training. ETF insisted that the whole aviation value chain need help to recover the crisis and retain jobs.

Work programme 2021-2022 will be approved through written procedure.

9. Update on the representativeness study

Peter Kerckhofs, EUROFOUND, provided an update on the aviation representativeness study. The review of national data collected is on-going. The planning for the study is delayed. Social partners will be consulted on a draft report in June 2021, the draft should be achieved by October 2021 and the report published in April 2022.



7 Aviation REP for
ESSDC 22-10-2020 PI

3

<https://ec.europa.eu/social/main.jsp?catId=521&langId=en&day=&month=&year=§orCode=SECT03&themeCode=&typeCode=&recipientCode=&mode=searchSubmit&subscribe=Search>

11. AOB

- A4D presented the draft joint statement on the payroll scheme which was adopted after the meeting⁴.
- Meetings planning for 2021:
 - 21st January (GH)
 - 17th March (ATM)
 - 28th April (Air crew)
 - 15th October

To conclude the chair thanked the participants for the good meeting. Social partners were very active to address a common enemy. On the consultation of the social partners, there is still room for improvement.

The vice-chair called for joint forces for the recovery of the sector.

Participants (from AGM registration)

#	CODE	DELEGATION	LAST NAME	FIRST NAME
1	BE	A4D	DECLERCK	Sofie
2	BE	A4D	KRASA	Matthew
3	SE	Airline Coordination Platform	OLLONGREN	Hans
4	BE	A4D	HUGHES	Darrell
5	BE	AIRE	LUST	Sylviane
6	BE	ACI	DE BRUIJNE	Bastiaan
7	BE	ASA	GAMBA	Fabio
8	BE	CANSO	BICHARA	Catherine
9	BE	CANSO	CZUBASZEK	Marta
10	BE	CANSO	GROBOTEK	Tanja
11	BE	CANSO	PISCIOTTU	Danilo
12	BE	CANSO	PRING	Johnny

⁴ <https://ec.europa.eu/social/main.jsp?catId=521&langId=en&agreementId=5691>

13	GB	ERA	RHODES	Nick
14	GB	ERA	CAMPBELL-SMITH	Robert
15	FR	ETF	MICHEL	Arnaud
16	FR	ETF	DAGUE	Didier
17	ES	ETF	DUTHIERS	Monique
18	ES	ETF	FAWCUS	Rebecca
19	CH	ETF	KRUPITZA	Lukas
20	SE	ETF	NASSAR	Chaker
21	GB	ETF	NORBURY	Brian
22	BG	ETF	TZVETKOVA	Valentina
23	DK	ETF	KRISTENSEN	Karsten john
24		ETF	BALLESTERO	François
25		ETF	COATES	Eoin
26		ETF	MAURER	Josef
27		ETF	NEMECKOVA	Michaela
28	DE	ETF	WIRTH	Xavier
29	BE	ETF	LANGENUS	Sandra
30	BG	ETF	ANGELOV	Rumen
31	BG	ETF	PENCHEV	Rosen
32	FR	ETF	DJEFFAL	Karim
33	FR	ETF	THROMAS	Alain
34	IT	ETF	DORMIA	Nicholas

35	IT	ETF	MODONESI	Daniela
36	IT	ETF	MANSI	Luigi
37	IT	ETF	MAZZEI	Alberto
38	NL	ETF	VAN DE GEER	David
39	ES	ETF	QUINTANA	Jaime
40	ES	ETF	CARMONA	Enrique
41	BG	ETF	KULEV	Kalin
42	BG	ETF	TSVETKOVA	Biliana
43	NO	ETF	NYBERG	Anneli monica
44	GB	ETF	CURTIS	Aaron
45	GB	ETF	WYLIE	Eamonn
46	ES	ETF	ESCOBAR	Antonio
47	ES	ETF	CUMPLIDO	Patricia
48	ES	ETF	QUIROS	Israel
49	IT	ETF	MARI	Mauro
50	IT	ETF	AIRALDI	Alessandra
51	SE	ETF	HALL	Jimmi
52	SE	ETF	IDERSTRÖM	Lise
53	GB	ETF	MAJOR	Kris
54	GB	ETF	RICHARDSON	Oliver
55	FR	ETF	QUESNEL	Charles-andré
56	FR	ETF	STURTZER	Gauthier

57	DE	ETF	NEUMAIER	Mira
58	DE	ETF	PEREIRA VENTURA	Susana
59	DE	ETF	VON DER BURG	Felicitas
60	BE	ECA	VON SCHOPPENTHAU	Philip
61	NL	ECA	DE BRUIJN	Otjan
62	BE	ECA	MARASCO	Rosella
63	BE	ECA	PLAZA SEVILLANO	Ignacio
64		DG EMPL	FINNE	Sylvie
65		EASA	GRASSO	Fabio
66		EASA	MYLLARNIEMI	Jussi
67		EUROFOUND	KERCKHOFS	Peter