



## 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

#### **Air Crew working group meeting 29 June 2007**

#### **Concise minutes (adopted on 22 January 2008)**

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

The agenda was adopted with one change in the order. The minutes of the last meeting (6 February 2007) were also adopted with some additions. At the parties' joint request, the meeting was chaired by the Commission.

#### **2. Protection of Privacy and Personal Data**

ECA informed the meeting that it had started working internally on the subject (collection of collective agreements and legislation) and would informally contact the other social partners with concrete proposals in September.

#### **3. Workplace Health Promotion (WHP)**

ETF presented a new paper "Proposal for a conference on Workplace Health Promotion" (25 June 2007) asking the others for feedback. ERA thanked ETF that the paper had moved away from the focus on stress and considered it as a good starting point. AEA supported the paper in broad but noticed that not all detailed proposals of paragraph 4 were related to air crew only (especially the one on corporate social responsibility). ETF admitted that all the five topics, which had been chosen from the ten WHP topics, were broad. It was agreed to meet in a small group before summer to go into each topic.

#### **4. Review of the European agreement on the organisation of working time**

ECA and ETF referred to some problems of interpretation with regard to the agreement which has been implemented by way of Directive 2000/79/EC. They regretted that the employers' side had until now not committed to undertake the review by the signatory parties nevertheless foreseen in Clause 10 of the agreement. Both organisations representing mobile staff had already identified possible topics and problems to be discussed, and pleaded for a dialogue on these issues. Otherwise, problems would be resolved by national courts, whose interpretations might be in contradiction with the spirit the social partners had in mind when signing the agreement. The present employers' organisations confirmed they would respect Clause 10. ECA and ETF proposed to hold a meeting of experts to discuss possible topics. This would only make sense if each side

gave an assessment of the agreement. Without going into detail, ECA mentioned as examples: better definition of working time, annual leave, record keeping, home basis, extraordinary circumstances, as well as new topics to be discussed (such as stand-by, rest facilities). ERA repeated that it had not received any negative feedback from its members but committed like AEA to consult with their members (again). It was agreed to fix the date of the expert meeting at the plenary<sup>1</sup>.

The Commission representative regretted to inform the meeting that due to a vacant post for the sectoral directives and a heavy workload regarding the main working time directive, it had not been possible yet to make a summary of the 17 reports (out of 25) received so far, which was deplored by the social partners.

## 5. Cabin Crew project

AEA informed the meeting that the draft report would be discussed this afternoon. The conclusions had not been endorsed yet. The consultants would present the study at the plenary meeting. A possible follow-up would have to be discussed first within the project group.

## 6. Mobile staff in consolidation processes

ECA reported on their seminar on trans-national representation and collective bargaining in Europe held in May. At this seminar, they had looked at different existing trans-national collective agreements. ECA mentioned that they would see the possibility in the future to address this issue with the other social partners.

## 7. Any other business

The parties stated that the order of the subjects listed in the work programme (to be adopted in the plenary) did not reflect the order of priority. The next meeting would also be fixed at the plenary.

*List of participants 29 June 2007*

<p><b>Employers:</b></p> <p><u>AEA:</u> Jean-Francois Certain Grit Engelbart Athar Husain Khan Dragos Munteanu</p> <p><u>ERA:</u> Andrew Clarke</p> <p><u>IACA:</u> (apologies received)</p>	<p><b>Workers:</b></p> <p><u>ECA:</u> Ignacio Plaza</p> <p><u>ETF:</u> Francois Ballestero Michael Collins Valérie Delage Inès Desquines Inger-Helene Enger Valentin Karalamov Josef Maurer Jean Ramel Stephane Unzue</p>
<p><b>European Commission:</b></p> <p>Ellen Durst (DG EMPL/F/1)</p>	

<sup>1</sup> The expert meeting on working time took place on 18 December 2007.