



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

14 September 2006

Concise minutes (adopted on 6 February 2007)

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

The agenda was adopted after shifting two points and after including the working time agreement review at ECA's request, knowing that AEA was not prepared to discuss the item that day. The minutes of the last meeting (24 February 2006) were adopted after some adaptations. In response to the workers' statement at the end of the minutes, AEA, ERA and IACA responded that members expected their respective directorate staff to represent them at social dialogue meetings. At the parties' joint request, the meeting was chaired by the Commission.

2. Cabin Crew project – state of play

AEA reported on the project "Survey and analysis of the scope and contents of existing legal rules governing Cabin Crew licensing, recruitment and vocational training in the 25 EU Member States". The questionnaire addressed to the national authorities was up and running on the internet. By July, the consultant EGOA had already received 12 responses from NAAs as well as responses from ETF and AEA. The social partners would have to steer the consultant who had thought that he should as well gather responses from companies and trade unions. The last steering committee of the project took place on 24 July 2006, the next one would be held at the latest on 30 October. By then, EGOA would have a one-page summary ready on each country.

As far as a possible presentation of the preliminary report in mid-November was concerned, the parties agreed that it was better to *make a proper presentation of the final report, which would probably take place in the first trimester 2007*. ETF added that EGOA's in-depth study would be balanced between countries with and without cabin crew certification.

3. Workplace Health Promotion

ETF presented a new paper "workplace health promotion" which had not to be considered as an official ETF position paper but should demonstrate that ETF had gone on working on the issue. Ms Chicca had made the research but not succeeded in

identifying air crew specific good practices. ETF proposed to carry on the work together, preparing for instance a kind of joint study which would identify these practices. ECA stressed that even if ETF's paper dealt with cabin crew only, the common work should also focus on flight crew. The objective would be to achieve both a better working environment and better productivity/efficiency.

AEA proposed to take the cross-industry Framework agreement on work-related stress as a starting point and to check which elements were particular to air crew. A brief exchange took place on priorities (time and human resources constraints), the scope ("not all pilots and cabin crew are stressed") and confidentiality (good practice as part of the company's competitive advantage). AEA asked the workers' side to submit a paper which would more clearly outline the objectives of the exercise and show its win-win effect. ERA agreed with AEA in saying that the focus should not exclusively be put on stress, whilst ETF thought that "work health" as such would be too broad (stress was one element). IACA warned against equating low cost carriers or so-called "dot.com-airlines" with stress. ***ETF and ECA committed to prepare a paper which would broaden the scope and to which the employers' side would be invited to contribute.*** After that input, it could be sent out to the airline association's member companies before the end of the year.

4. Protection of Privacy and Personal Data

Mr de Vries presented a new working paper on behalf of ECA which summarised the main common points identified from different good practices. The employers' side welcomed this excellent paper and thanked for the concrete and balanced proposal. ERA pleaded for dealing with the issue in the new just culture working group and sharing information with the rest of the aviation industry. ETF and ECA preferred to keep the subject in the air crew working group for the time being. Later, the results could be transmitted to the just culture working group.

ECA would now like to bring together relevant technical experts from the social partners. The results of their exchange would then be reported back to the air crew working group. AEA said they would consult their members and come back to the meeting. However, they reiterated their "note of caution" with regard to limited human resources and could not commit their experts today. IACA confirmed their interest in the subject but could not anticipate their engagement.

5. Any other business

ECA repeated their wish expressed at the plenary meeting – shared by ETF – to have a meeting of the air crew working group dedicated to Clause 10 of the European Agreement on the organisation of working time of mobile staff in civil aviation ("The parties will review the above provisions...", see draft minutes of the plenary meeting). Before, the parties should have an internal discussion on the issue. While the employers' side wished to see the Commission's (AEA) or at least the national experts' (ERA) assessment before starting the review, ECA announced they would start carrying out internal work on the issue in order to honour the social partners' agreement and to identify the points on which a review was necessary in their eyes. ***The point would be put on the agenda of the next meeting (planned for 6 February 2007).***

List of participants 14 September 2006

<p>Employers:</p> <p><u>AEA:</u> Julia Egerer Manfred Merz</p> <p><u>ERA:</u> Andrew Clarke</p> <p><u>IACA:</u> Koen Vermeir</p>	<p>Workers:</p> <p><u>ECA:</u> Deren Derya Henk de Vries Ignacio Plaza Philip von Schöppenthau Annkatrin Stender</p> <p><u>ETF:</u> Francois Ballestero Jennifer Begard Enrique Carmona Elisabetta Chicca Michael Collins Inès Desquines Inger-Helene Enger Edith Heussen Josef Maurer Jean Ramel Olivier Sekai</p>
<p>European Commission: Ellen Durst (DG EMPL/F/1)</p>	