



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

6 February 2007

Concise minutes (adopted on 29 June 2007)

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

The agenda was adopted. The minutes of the last meeting (14 September 2007) were adopted with some additions. 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 final draft report drawn up by the consultant EGOA was due in short time. The question was raised whether one should organise a meeting with other stakeholders (national authorities, EASA) in order to widely disseminate the study. The Commission representative confirmed that one could present the results to the sectoral dialogue committee plenary meeting of June, but the audience would be restricted to social partners. Otherwise, the project was in the hands of the social partners. ETF suggested organising an event as CANSO and ETF had done in January in the EP premises on the implication of functional airspace blocks. This would be considered at the next project steering committee meeting in mid-April¹.

3. Protection of Privacy and Personal Data

ECA confirmed its support of flight data analysis for the purpose of flight safety. However, the protection of privacy and personal data should also be looked at. ECA would like to start identifying best practices with experts from the employers' side. ERA once again welcomed the initiative of working on the issue and referred to the work done in the framework of the just culture project – ETF in this context announced the just culture conference to be held in Bucharest on 19-20 June. ECA preferred to keep the flight data issue separate from the just culture work, at least for the time being. One should first do the technical work (collecting best practices) and then come to political

¹ ECA clarified that the event on functional airspace blocks was mentioned as an example.

conclusions. The new AEA representative confirmed the airlines' association's commitment to consult its members/experts.

4. European Agreement on the Organisation of Working Time of Mobile Workers in Civil Aviation

Ms Reid (DG EMPL, Labour Law Unit) informed the meeting about the state of implementation of Directive 2000/79/EC concerning the European Agreement. The Commission's first priority was to ensure that all Member States had confirmed to the Commission that the Directive had been implemented by national legal measures by the set deadline. It was necessary to issue infringement proceedings against several Member States who had not done so, but the transposition seemed now to be completed in all Member States, with the last Member State having recently notified its transposition measures. The focus now shifted to ensuring that the transposition had been correctly carried out, and the function of the expert studies was to help the Commission in making that assessment. As announced at the last plenary meeting, independent experts had been asked to prepare national studies allowing the Commission to have some complete information per country. The experts had been advised to consult social partners. Since at the moment, only a handful of studies were ready, it was not possible yet to draw representative conclusions. However, it was clear that some concerns were already being raised which needed to be checked further, for example whether the methods of transposition were satisfactory (for example, whether transposition had been made by means of operation manuals which are not legally binding) or whether key definitions (such as the concept of block flying time) had been correctly transposed. The Commission representative invited the social partners to share any difficulties they were aware of.

Workers' delegates made some comments on the short consultation period for the expert's report (Sweden), the shift to a yearly working time reference period (Sweden), the insertion of the rules in subpart Q (Scandinavian airlines), their perception that the agreement was correctly implemented (Czech Republic), or incorrectly implemented (Italy), and on the new flight time limitation (FTL) regime which put cabin crew on equal footing with the cockpit (Bulgaria). ETF and ECA reiterated their interest in having access to the experts' reports. Ms Reid stressed that the reports were not intended for publication – the Commission would make its own evaluation. She could possibly prepare an interim summary of the reports as soon as a large enough number was received², and reply to the social partners' request in writing.

ETF wanted to know how the Commission interpreted the agreement with regard to equal treatment of flight and cabin crew. Since the Directive had implemented the social partners' agreement, the Commission would not interpret clauses which were maybe too vague without going back to the authors of the agreement.

Independently on the availability of the reports, ECA thought some issues to be discussed had already been identified, such as the relationship between (as well as distinction of) working time and FTL or the quality of instruments (legally binding or not). The association of flight crew unions suggested preparing a list of issues for the review, which should be discussed at the next meeting. The signatories' review was an independent exercise from the Commission's assessment as well as from other studies

² In ETF's view, the Commission representative promised to send a summary of the four reports already received.

underway (FTL/EU-OPS study of the Parliament). Whilst ETF, ECA and IACA agreed to start the dialogue, AEA's representative first had to consult his members, and ERA reported that its members had not raised any problems with regard to the provisions. It was agreed that a list of possible topics would be sent around in due time before the meeting – but without the expectation to receive written comments already before the meeting. The item would be on the agenda of the next meeting.

5. Workplace Health Promotion

ETF presented a new paper "Draft ETF proposal on work-related stress for air crew" (24 January 2007) suggesting to undergo a scientific analysis of the potential air crew chronic job stressors and to organise a seminar and debate with the social partners in order to have a common understanding of work-related stress of the air crew.

ERA considered the initiative as very helpful but reiterated that the focus should not exclusively be put on stress. ERA's mandate covered "workplace health promotion", not one specific element of it. Therefore, ERA had expected the new paper be broadened. Asked about the topics ERA would be interested in, ERA considered that there should be benefits such as the reduction of days of sick leave or a lower turnover of staff.

ETF confirmed that stress was one factor amongst others. ECA referred to training on stress coping and stress prevention strategies within airlines (i.e. KLM) and thought there was a valuable case to start to look closer into the matter.

For the time being, ERA could not see how ETF's proposal could be put in a project proposal for a joint study by March. IACA joined ERA in saying that the current approach would not find sufficient support in their membership. AEA had to consult its members. ETF was asked to rewrite the paper so that it was acceptable to the employers' side. ETF proposed to send a new draft of one or two pages, still on stress but as part of workplace health promotion, which would serve as a basis for an exchange between secretariats. This should allow finding out whether the employers' representatives would possibly get a mandate from their members. If this was the case, a project proposal could be envisaged for the 31 August deadline.

6. Any other business

ERA drew the participants' attention on ECAC's draft paper on the transport of persons with reduced mobility (PRMs) and denied boarding. ERA proposed to share the paper on a confidential basis to see whether the social partners could jointly challenge it. The trade union side was not sure whether this would be possible, given that they had a strong membership of disabled workers. But from the cabin crew point of view, ETF admitted that the presence of a high number of passengers with reduced mobility could be a challenge, also for safety.

The next meeting is planned for Monday 25 June 2007 from 13.30 hrs till 17.30 hrs³.

³ It took place on 29 June 2007.

List of participants 6 February 2007

<p>Employers:</p> <p><u>AEA:</u> Athar Husain Khan</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</p> <p><u>ETF:</u> Francois Ballestero Elisabetta Chicca Michael Collins Inès Desquines Inger-Helene Enger Edith Heussen Valentin Karalamov Josef Maurer Jean Ramel Olivier Sekai Emanuela Teotino</p>
<p>European Commission:</p> <p>Ellen Durst (DG EMPL/F/1)</p>	