

**Meeting of the Ground Handling Working Group
30 June 2006
Concise minutes (adopted on 11 October 2006)**

The meeting was chaired by Ms Durst (DG EMPL F/1). Participants presented themselves. Apologies had been received by ERA. Before the meeting started, ETF wanted to know from IAHA if they would officially apply to become a social partner. The IAHA representative announced this would be decided at the next board meeting.

1. Adoption of the agenda

The agenda was adopted. ETF wished to concentrate on point 4 (finalisation of the work programme).

2. Position of the parties on the coming directive

The participants made a quick "tour de table" presenting their respective positions towards the future revision of the ground handling directive. Whilst the employers' organisations stressed the importance of properly implementing the current directive, ETF stressed the importance of the social problems created by the current Directive and the need to find solutions. ETF also stressed the importance of having more and better training, qualification and control. The parties did not share their thoughts about more competition in the future, the legal separation, minimum quality standards and job guarantee at the end of a service contract.

3. Identification of points on which the social dialogue could work together

As far as the evolution of the ground handling industry and further liberalisation was concerned, IAHA presented its vision of the future of the industry: the new directive would not change the market established since 1996. Whilst in 2000 the distribution of the ground handling business between airlines, airports and independent handlers was 60:25:15, it would be 50:10:40 in 2010. ETF stressed that competition would be a problem if it led to social dumping and subcontracting in cascade. In addition, the latter practice was a challenge for safety, and under competition for which staff costs were the only variable, it was almost impossible to create new quality jobs. IACA estimated that the demand for handling would decrease in the future and that a large part would be "do it yourself". ACI Europe stressed that one should try to understand trends and to cope with the changes. All parties agreed that there were no data available to get a clear picture of the situation (temporary contracts, part time jobs, wage development, etc.). It would be a good idea to establish an observatory. IAHA explained that they were looking at the European legislation in order to challenge the Spanish Agreement and proposed to work on the basis of the French agreement. There was a short debate on the Spanish and French collective agreements which employers and workers appreciated differently.

ETF proposed to address the problem of transfer of staff in case of partial loss of activities. In addition, they suggested working further on vocational training and on subcontracting in cascade (and its challenge for safety).

4. Finalisation of the work programme

The different points of the draft work programme were discussed. As agreed, ETF later sent them by e-mail to the social partners:

"In the framework of the revision of the 1996 ground handling directive, the European social partners try to agree upon joint expressions on five issues:

- (1) Quality of service
- (2) Safety
- (3) Training and qualification of staff
- (4) Analysis of the existing social problems related to call for tenders and/or partial loss of activities
- (5) Analysis of the effects on safety of sub-contracting in cascade."

IACA pointed out that quality of service was subject to negotiation between service provider and client and that the quality depended on what the airline wanted, unless quality was directly related to safety. This position, also supported by IAHA, had already been expressed by ERA in previous meetings. Whilst ACI Europe underlined that the scope was clearly the minimum, ETF defended the joint bilateral expression with ACI Europe on some issues (outside the social dialogue working group).

ETF said they would prepare their analysis of the existing social problems related to call of tenders and/or partial loss of activities (planned for 11 October 2006 at 10:00 am).

Participants

<u>Employers</u> Stefano Baronci (ACI Europe) Vanessa Holve (ACI Europe) Athina Kepeni (Athens International Airport) Koen Vermeir (IACA)	<u>Workers</u> François Ballester (ETF) Enrique Carmona (CC.OO.) Serge Gentili (ETF) Philipp Hadorn (SEV-GATA) Ingo Kronsfoth (ver.di) Claus Lindegaard (3F) Luigi Mansi (FIT-CISL) Christelle Martin (FO) Jean Ramel (CFDT) Olivier Sekai (FNST-CGT)
<u>Observers</u> Gerrit Bellon (IAHA) Bob Schmitz (IAHA)	
<u>European Commission</u> Ellen Durst (DG EMPL F/1)	