



**SECTORAL DIALOGUE
COMMITTEE
CIVIL AVIATION**

**Minutes of the ATM Working Group meeting
17 October 2019**

The meeting was chaired by Aaron CURTIS (Workers Delegation).

1. Adoption of the draft agenda and draft minutes of the ATM WG meeting on 21 November 2017

Minutes of the previous meeting (21/11/2017) were adopted.

Agenda was approved

2. Promotion of the toolbox for the successful social dialogue in ATM – follow-up

ETF (François Balestero) presented the follow-up to the social dialogue project to promote the toolbox for the successful social dialogue in ATM. This project was implemented through a series of workshops by FAB (Air Traffic Management Functional Airspace Blocks) organised in 2018/2019. A final event in Rome in September 2019 aimed to review the results in term of change of culture related to the current challenges in the sector (safety, new technologies, human, age and profile recruitment ...).

As a follow-up, ETF suggested to CANSO a joint letter to their affiliates for engaging the implementation of the toolbox at their level, report on their experience through a survey and a benchmarking exercise. The Portuguese representatives suggested also the creation of a “mediators contact list” for allowing the NSPs to ask for some support.

CANSO (Alison MacMaster) confirmed the support to the toolbox and agreed about the follow-up of its implementation. Regarding the opportunity to put in place a support at national level, she indicated that CANSO would not be in the position to engage directly into this kind of mediation process.

The chair concluded that ETF will provide a draft letter for the survey. The possibility for a mediation process will be clarified with the Portuguese section before future discussions.

3. The future roadmap on the role of the human

ATCEUC (Jean Denis Larrere) introduced a note (attached) from ETF/ATCEUC on the follow-up of DG MOVE presentation at the June SSDC plenary meeting regarding the conclusions of the report from the Wise Persons Group on the future of the Single European Sky, the recommendations for a Roadmap on the human dimension of the SES

and DG MOVE's request to the social partners asking them to take the ownership for this Roadmap.



Note to SSDC
sub-group for ATM

CANSO first stressed the need to clarify the outcome and ultimate aim expected from such a Roadmap.

DG MOVE (Gaelle Michelier) reminded the different aspects managed by the Commission to establish this Roadmap: the EGHD and its technical assistance that will work on the human aspects, the study on working conditions in ATM and its steering committee involving social partners, and a core team (CANSO/ATCEUC) established by DG MOVE to provide inputs to the Roadmap.

The five questions raised in the note were discussed in particular articulation of the different inputs to the Roadmap, respective role of the SSDC, ASPReT, EGHD, and inputs from the Commission's study. All the existing work in this context (including FABEC) should be taken into account. In addition, once ETF will be informed that the project introduced to support the civil aviation SSDC would be selected, it could be adapted to contribute to this process.

It was also stressed that the issues are sensitive, involve many economic actors and evolve very quickly, therefore such a Roadmap could not be very detailed and committing.

The Chair concluded:

- The SSDC will work on this Roadmap on the human and social dimension of SES in the framework of its work programme and will endorse the final outcome;
- The Roadmap will build on the existing works and resources, it will in particular integrate inputs by the EGHD for the human dimension and the ASPRET for the social aspects;
- Social partners will organise a workshop beginning of 2020 to fix the content, principles, process, resources and timing.

4. DG MOVE study on working conditions in ATM

DG MOVE (Gaelle Michelier) presented the study recently launched by the Commission.



ATCO-ATSEP study -
Presentation to SSD

The social partners stressed that duplication with existing information should be avoided. ATCEUC representatives did not see the added value of an external contractor in this process, the issue is mainly at national level and the situation is shaped by the EU ATM policy. CANSO indicated that information on working conditions and attractiveness

already exist and should be considered. They asked clarifications about the relation between the network managers and the study.

However, ETF (Charles André Quesnel) stressed that gathering additional information on social issues in ATM would be relevant.

DG MOVE confirmed that the study will not replace the knowledge by the social partners and other bodies. The study will also analyse what is happening at national level.

The chair concluded that it is work in progress to be followed up closely.

5. Exchange of views on the Airspace Architecture Study

ETF (Gauthier Sturtzer) introduced the study about new way to deal with the air traffic and stressed the social and employment impact of the possible changes.

The social partners discussed number of aspects interacting in this context, notably the role of the network managers, ADSP, capacity on demand. They exchanged their views on the evolution described in the airspace architecture study. Still many aspects need to be clarified; the social partners will continue to exchange their views on the possible evolutions and how they could be addressed. These issues will be discussed in the framework of an EASA workshop.

The chair concluded that the discussions were very fruitful and should continue.

6. Work on social impact assessment

ETF (Gauthier Sturtzer) presented briefly the EASA workshop of 13 November 2019 on the new provision of the EASA Basic Regulation. He stressed the need to have a genuine association of the staff representatives.

Chair concluded about the work of the ASPReT in that context.

7. AOB

Next meeting 17 March 2020

List of participants

Employers

1	CANSO	BICHARA	Catherine	CH
2	CANSO	CZUBASZEK	Marta	PL
3	CANSO	GARCIA	Eduardo	EU
4	CANSO	MACMASTER	Alison	UK
5	CANSO	PISCIOTTU	Danilo	BE
6	CANSO	PRING	Johnny	EU
7	CANSO	SCHWENK	Rüdiger	DE

Workers

1	ETF	BALLESTERO	François	EU
2	ETF	CURTIS	Aaron	UK
3	ETF	LIORZOU	Frédéric	FR
4	ETF	QUESNEL	Charles- andré	FR
5	ETF	STURTZER	Gauthier	FR
6	ETF	TEWARI	Suresh	UK
7	ETF	WARNECK	Wiebke	EU
8	ATCEUC	DICK	Volker	EU
9	ATCEUC	LARRERE	Jean- denis	FR
10	ATCEUC	MÖLLER	Volker	DE
11	ATCEUC	NEERING	Paul	NL
12	ATCEUC	SAVIANTONI	Giancarlo	IT