

**Air Crew working group meeting
24 February 2006
Concise minutes (adopted on 14 September 2006)**

1. Adoption of the agenda

The agenda was adopted. The minutes of the last meeting were adopted after some adaptations. At the parties' joint request, the meeting was chaired by the Commission.

2. Cabin Crew project

AEA who had been granted Commission funding for the "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" had, together with ETF, chosen the consultant (EGOA). The first steering group meeting would be held in the next two weeks. As decided earlier, *ERA and IACA would, along with AEA and ETF, be part of the steering committee of the project*, and AEA would adapt the methodology accordingly. The parties stressed that this was a study in the hands of the social partners.

3. Protection of Privacy and Personal Data

ECA presented its paper on "New technologies and air crews' privacy" and apologised for having submitted it late. In order to avoid that pilots have to fear being pursued in case of accident (access to flight data) and in order to respect image rights, the social partners could *consider writing guidelines on how best to manage these data*. In this context, ECA referred to the sub-projects 1 and 2 of the SAFEE (Security of aircraft in the future European environment) project which foresaw how best to monitor and manage in-cockpit and in-cabin behaviours.

ECA had also gathered some good practices such as the Air France agreement dating back to 1973. These examples had in common that they created a framework defining what was going to happen, i.e. who was monitoring the data and who had access to them and what were the procedures.

AEA, ERA and IACA found the ECA's input very helpful. Asked about misuse of voice recorders, ECA referred to cases in which records had been used for punitive objectives. The workers' representatives acknowledged the development to 100 % surveillance of pilots and the future development of linking the cockpit to the ground. However, the objective of the social partners' work should be to discuss how best to enable trust in these new systems.

ECA committed to *put the common points of the various agreements on paper*, possibly taking into account good examples from similar sectors (call centers, nuclear sector). The objective would not necessarily be a European agreement, but for instance a code of

conduct. The Commission representative drew the parties' attention to the various instruments which were at the disposal of the social dialogue¹.

4. Workplace Health Promotion

ETF presented its paper "Draft ETF proposal on work-related stress for air crew", underlining that it was not ETF's intention to say that everybody was stressed. There were many options to address the issue of workplace health, for instance looking at the business side and showing why it was economically beneficial to promote workplace health, or looking at the employees' side and showing them stress management techniques.

For ERA, one should not look at the issue from a theoretical angle, but identify some relevant best practices, thus offering possible solutions to companies which do not have the time to look for solutions themselves. AEA confirmed that identifying best practices would be of help to those companies which were not already active in the field of workplace health promotion.

After a general exchange, it was agreed to *look for best practices on stress management for air crews for the day-to-day stress*. FTL would not be covered. The parties committed to gather these practices within four months, i.e. papers should be sent *by 1 June 2006*. Depending on what would be available at that time, the next meeting would be convened for 4 July at 11:00 am or/and for 14 September at 2:00 pm.

5. Any other business

ERA informed the meeting about European Civil Aviation Conference's work on persons with reduced mobility and the position ECAC should have on the commander's right to refuse boarding within this context. It would be important to propose the right solution to the ECAC's subgroup of 9 March in Paris.

ECA proposed to put the review of the sectoral working time directive (implementing the social partners' agreement of 2000) on the agenda of the steering committee on 14 March.

The workers' representatives made the following statement: "ECA and ETF welcome the constructive Air Crew working group meeting today. However, we would have appreciated the presence of AEA company representatives. ETF and ECA look forward to continued and active support by AEA member companies for the Air Crew working group." The AEA representative took note of this statement and stressed that it was not acceptable that this remark was targeted to the AEA member companies, whilst no-frills carriers were not at the table either.

¹ See Annex 2: Typology of the results of European social dialogue of the last Commission communication on social dialogue:
http://europa.eu.int/comm/employment_social/news/2004/aug/com_final_en.pdf

List of participants 24 February 2006

<p>Employers:</p> <p><u>AEA:</u> Julia Egerer</p> <p><u>ERA:</u> Andrew Clarke</p> <p><u>IACA:</u> Koen Vermeir</p>	<p>Workers:</p> <p><u>ECA:</u> Ignacio Plaza Philip von Schöppenthau</p> <p><u>ETF:</u> Elisabetta Chicca Inger-Helene Enger Edith Heussen Ninna Kristensen Josef Maurer</p>
<p>European Commission: Ellen Durst (DG EMPL/D/1)</p>	