



EUROPEAN COMMISSION
Employment, Social Affairs and Inclusion DG

Employment and Social Governance
Social dialogue

**SECTORAL DIALOGUE
COMMITTEE
CIVIL AVIATION**

Minutes of the ATM Working Group meeting

21 November 2017

The meeting was chaired by Mr Aaron Curtis (Vice-Chair Workers) in the morning and by Danilo Pisciotto (replacing CANSO Chair for the Employers) in the afternoon.

1. Adoption of the draft agenda and draft minutes of the ATM WG meeting on 4 November 2016

Agenda and minutes of the previous meeting (4 November 2016) were adopted.

2. Possible adoption of a draft statement on Change Management (when introducing new technologies)

ETF presented the context of a draft statement on Change Management circulated to the participants prior to the meeting.

CANSO asked for more clarity regarding the scope of the statement, type of changes to be addressed (e.g. legislative requirements, new operational concepts under SESAR) and the aim to complement the social dialogue toolbox. They indicated that addressing emerging changes will be more challenging than those already occurring. They stressed that attention need to be paid to the practical application to change management.

A small social partners' team worked to address the comments and agreed on joint positions. However there were points on which the discussion could not be finalised and it was decided to continue to work on those within a restricted working group to finalise the document.

3. SESAR 2020

The social partners reviewed the progress in SESAR 2020. They welcomed the invitation to participate in Single European Sky ATM Research. All staff organisations (ATCEUC - ECA - ETF – IFATCA- IFATSEA) responded to the invitation to tender.

ETF underlined the social consequences of the technological developments to be addressed through the social dialogue. Social partners will continue to assess the progress regarding their involvement in SESAR within the SSDC.

4. ASPRET (ATM Social Partner Regulatory Taskforce) developments

ETF reported on the activity of the ATM Social Partners Regulatory Task Force - a technical coordination group of the social partners) mentioning the fruitful cooperation with EASA and TSIAT (Task Safety Impact Assessment Technique), including on social impact assessment. CANSO also agreed about progress made and mentioned the finalisation of the study.

The chair concluded that this process is an example of what could be achieved through good social dialogue.

5. Drones and U space

An exchange of views took place regarding drones and U space. It was indicated that the interest of the ATM community should be considered regarding the development of this new type of airspace users.

It was mentioned that EASA is planning to set up a "drone committee". The issue is also relevant to be discussed in the ASPRET.

The social partners were envisaging issuing a joint position on this topic.

6. Performance scheme and proposals for Reference Period 3

Eric PERRIN from DG MOVE presented the objectives and consultation process regarding the revision for the performance scheme and preparation of the proposals for the Reference Period 3 foreseen for beginning of 2018 (see slides).

Concerns were expressed by the workers' representatives regarding the consultation process, in particular the organisation of the workshops by DG MOVE's contractor and the ways the different stakeholders were considered in the process. They indicated that their knowledge of the problem was not properly used. They also complained that the review's discussion was too focussed on the costs and not on the issues to be discussed on the performance scheme with the risk to not address the right objectives. They indicated that workers representatives were raising many issues during the last fifth months, however very few were integrated in the draft proposal. More discussions around the aims of the RP3 would be appropriate.

ETF also indicated that they coordinated the replies by the workers that should be considered as such and not as a single reply.

CANSO expressed some concerns regarding the substance, such as the strengthening of the NSA but had no problem with the consultation process.

Eric PERRIN agreed that there were a lot of information shared with the stakeholders which could be challenging considering the complexity. He did not notice the same concerns mentioned on the stakeholders' workshop and tried to clarify some of the objectives and possible ways to address them. He indicated that DG MOVE will come back to the social partners on the issues raised and invited the social partners to bring them to the Commission.

7. Remote towers: exchange of views

The workers representatives reminded that they already conducted previous actions on this topic. They indicated that in their view, issuing only guidelines would not be enough to address the problem and that a regulatory approach is needed. In particular cross-border dimension is not enough addressed as well as the social dimension (notably social dumping).

An in-depth discussion will take place in the EGHD context.

8. Social dialogue projects

CANSO provided a state of play on the project “Reinforcement of Social Dialogue in the field of Air Traffic Management (ATM)”¹ which started in February 2017. The final conference is foreseen in October 2018.

ETF indicated that the application for a new project "Promotion of the ATM toolbox"² was accepted and will start beginning 2018 until June 2019.

9. AOB

- Elfa Kere (DG MOVE) indicated that DG MOVE plans to issue in 2018 a Communication on social issues in aviation.
- The participants were informed about the launch by ETF/ATCEUC of a campaign to complain about the Commission's Communication on Aviation "Open and Connected Europe"³ touching, in their views, to the right to strike.

¹ Social dialogue project VS/2016/0415

² Social dialogue project VS/2017/0364

³ COM(2017) 286 final

List of participants 4 November 2017

<p><u>7</u> <u>Employers</u> (4 ♂, 3 ♀)</p> <p><i>CANSO</i></p> <ol style="list-style-type: none">1. Mr. Danilo Pisciotto2. Mr. Brendan Mulligan3. Ms. Sarah Paterson (4. Ms. Catherine Crocoll-Bichara5. Ms. Anne-Marie Ward6. Mr. Zoltan Schonek7. Mr. Eduardo Garcia	<p><u>14</u> <u>Workers</u> (13 ♂, 1 ♀)</p> <p><i>ETF</i></p> <ol style="list-style-type: none">1. Mr. Aaron Curtis (Chair - ETF)2. Mr. François Ballestero3. Mr. Charles-André Quesnel4. Mr. Daniel Liebhart5. Mr. Frédéric Liorzou6. Mr. Marcello Di Giulio7. Mr. Antonio Furtado8. Ms. Emilie Boutet9. Mr. Gauthier Sturtzer10. Mr. Jean-Philippe Heckly11. Mr. Akos Kovacs <p><i>ATCEUC</i></p> <ol style="list-style-type: none">1. Mr. Volker Dick2. Mr. Jean-Denis Larrere3. Mr. Tom Laursen
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