



EUROPEAN COMMISSION
Employment, Social Affairs and Inclusion DG

Employment and Social Governance
Social dialogue

**SECTORAL DIALOGUE
COMMITTEE
CIVIL AVIATION**

**Minutes of the Ground Handling Working Group meeting
30 October 2018**

The meeting was chaired by Mr François Ballesterro (ETF head of delegation).

1. Welcome and adoption of the draft agenda

Agenda was adopted.

2. Determination of common Minimum Standards on training and quality of service regarding ground-handling operations

Social partners had a fruitful discussion on the quality standards for training and the quality of service based on the documents circulated by ETF¹ and ACI². Considering the variety of situations in EU Members States, the social partners agreed that establishing common minimum standards would support ensuring fair competition.

They discussed different dimensions linking training standards and quality of services:

- Distinction between different types of trainings, initial and recurrent training, safety training for the air operations and training standards to apply to the ground handling operations. Social partners stressed that safety, security and quality are to be considered together.
- Need to consider the overall process for the different services provided, the definition of criteria to make the partners working accordingly, the possibility to include quality standards through the tendering procedures and the service level agreements.
- Level of definition of minimum standards (aiming at a harmonisation at EU level) and the interrelation between minimum standards and more consistent prices.

Exchanges took place about who should support the training costs, how to retain trained staff in the companies, how to deliver the trainings, use of eLearning, type and level of prescription, how to ensure the right to quality training, consistent quality of training outcomes and how to test effective skills competences, through which indicators.

¹ ETF Guidelines on training and qualifications in the ground handling sector

² ACI Europe Guidelines on quality service in the ground handling sector

The social partners agreed about further exchanges with EASA regarding training on safety and modalities for the cooperation with the social partners.

Social partners concluded that there are many convergences on the key principles for quality standards for training. They agreed to have a step-by-step approach and to progress with exchanges between the secretariats on a joint document to facilitate the future discussions on practicalities. ACI will circulate by the beginning of 2019 a draft paper reflecting the discussions / convergence on this point.

3. Contribution to the evaluation by the Commission of Directive 96/67 (notably on transfer of staff)

The discussions between the social partners regarded the future evaluation of Directive 96/67/EC on access to the ground handling market at community airports that should be launched in 2019. A roadmap describing the evaluation approach will be published by the Commission in the coming months to consult stakeholders on the issues to be considered in the evaluation. This will be the first step of the process to prepare the revision of the Directive for which the Commission indicated that a proposal is foreseen in 2020.

The social partners exchanged about how to consider the social issues in the evaluation. They reminded their joint texts and commitments related to the subject in particular the conclusion of their joint project (February 2018) and their joint statement on the revision of the ground handling Directive (April 2011). They agreed that those texts represent a good basis for informing the Commission about their common concerns and priorities. ETF highlighted the final clause of the joint statement notably on the transfer of staff.

Social partners further discussed how to address the social issues in the ex-post evaluation as the current Directive contains only few social references, mainly indicating the responsibility to the Member States *to take the necessary measures to ensure protection of the rights of workers* (Art. 18 Directive 96/67). They exchanged about what would be the social issues to be evaluated and how to ensure that the Commission will consider these issues in the evaluation. They agreed that the evaluation should provide in-depth analysis on how the Member States have implemented the provision of Art 18.

Following this discussion, the social partners decided that although they already agreed on a number of issues, it would be useful to summarise their position in a letter to the Commission.

4. Contribution to the preparation of Implementing Rules for the EASA Basic Regulation (following the inclusion of ground handling in EASA competences)

Social partners reported about the novelties regarding the implementation of the EASA Basic Regulation. In the context of the extension of EASA competences to ground handling operations, they discussed the two new articles concerning social dialogue (Art 89 on the interdependencies between safety and socio-economic factors and Art 115 requiring to involve the EU social partners and other relevant stakeholders when consulting on the possible social impact of Agency regulatory proposal).

They indicated that EASA proposes to establish a “focus group” on ground handling with social partners representatives and other stakeholders.

Regarding the best way to approach the civil aviation SSDC, the social partners indicated that they would prefer an approach by subsector (Air Crew, ATM, Ground handling). ETF also informed the participants about the development of a model for addressing social impacts in the framework of the ATM working group.

5. Legal assessment of Directive 2001/23 EC on the appropriation of the laws of the Member States relating to the safeguarding of employees rights in the event of transfers of undertakings

ETF reminded the work accomplished in the framework of their project finalised in February 2018 and introduced the recent work going on in the framework of an EC co-funded project including a legal analysis of the implementation of the Directive 2001/23 EC in the ground handling sector. The draft legal analysis by an expert committed by ETF will be discussed in a conference in November 2018 and will be finalised beginning of 2019.

It was the opportunity for the social partners to exchange about the implementation of the Directive in the ground handling sector. Further discussions could take place based on this study to be circulated by ETF when finalised.

6. Dialogue on baggage weight considerations

ETF introduced the subject by indicating that there is a growth in term of number and weight of baggage to be carried out and reported about a conference that took place on the subject in Denmark. The employers referred to developments regarding “Airport for the future” including new technologies and equipment.

Social partners agreed to put the topic of baggage weight at the agenda of their next meeting.

7. Air pollution in airports

ACI updated the participants about the study on ultrafine particles and presented the initiative about Airport Carbon Accreditation: (<https://www.airportcarbonaccreditation.org/index.php>) which was welcomed by the other social partners.

8. AOB

Social partners discussed about the framework to continue their cooperation. They highlighted that they would need additional meetings. The Commission reminded that they have only the right to one plenary meeting per year and 4 working group meetings. Additional joint work should be planned in the framework of a project (to be submitted under the next call for proposal in spring 2019).

The planning for the meeting was already agreed in September 2019; however, it will be tried to find a date in spring 2019. ETF asked for interpretation in 3 languages (FR, SP and DE).

List of participants 30 October 2018

<p><u>Employers (9♂)</u></p> <p>ACI Mr Gérard Borel (FR) Chair of the SSDC Civil Aviation General Counsel for the Airport Council International</p> <p>Mr Thierry Nossent (CH) Mr Christoph Van Hove (BE) Mr Alexis Sioris (GR) Mr Nicolas Odin (FR) Mr Ekkehart Franke (DE)</p> <p>ASA Mr Bob Schmitz (BE) Mr Yann Le Tonqueze (FR) Mr Stuart Jones (UK)</p>	<p><u>Workers (5♂)</u></p> <p>ETF Ballestero, François ETF (EU) Bay-Clausen, Henrik 3F (DK) Boucheix, Arnaud CGT (FR) Gastinger, Philip Vida (AT) Hall, Jimmi UNIONEN (SW) Norbury, Brian Unite (UK) Rodriguez Rico, David CC.OO (SP) Vanden Eynde, Bjorn ACV-Transcom (BE)</p>
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