



**Union
Syndicale
Bruxelles**

European Civil Service Public Européen
Membre de l'Union Syndicale Fédérale, affiliée à l'ISP et à la FSESP

Eamonn Brennan
Director General
EUROCONTROL
Rue de la Fusée, 96
1130 Brussels

Brussels, 4/4/18

Subject: **summer staffing 2018 (NM – Operational Notice 18/019) / social dialogue**

Dear Sir,

Over the last few months, Union Syndicale-Brussels has been actively involved in the preparatory consultation meetings with NM management (on a technical level) which were organised as a result of certain delegations to Director NM in the context of autonomy.

Union Syndicale-Brussels has traditionally opted for a positive approach to any form of open and transparent dialogue within the Agency which is in the Agency's interests.

One of the key problems which we have specifically identified for the NMOC is the staffing situation.

The NMOC has an ageing population and its staffing level are currently well below those agreed in the past between the social partners.

The issue of understaffing is a serious one. It is even more serious than it should be, as the "headcount" does not take into account:

- * dual qualifications;
- * part-time work (which is logically increasing owing to the ageing problem);
- * parental leave;
- * non-core activities such as the provision of training or validation exercises.

As a result of these omissions, the gap is significantly larger than a comparison between the clean headcount and the roster reveals. The effects are felt by staff on a daily basis.

The reality of this situation has for a long time taken a backseat owing to the highly political discussions surrounding the re-nomination. Staff have reluctantly accepted the political reality and therefore gone along with the ever growing demands of the Agency on their flexibility.

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In view of our past experience in social dialogue, Union Syndicale-Brussels is very concerned to know whether there is a plan on how to deal with this critical staffing problem, especially with regard to the coming summer season.

As stated, Union Syndicale-Brussels and our members want to be part of the solution, and we were hoping that the new dialogue format would provide the basis for such a cooperative approach.

Unfortunately, our members were confronted this week with a new summer staffing roster which had not gone through any form of dialogue, either as described in RA 29 of the Staff Regulations, which requires the involvement of the Staff Committee, or alternatively any dialogue between the social partners under the newly established local dialogue procedure.

Such action by NM management does not create confidence either in the dialogue between management and staff, especially at a time where it is clearly needed to deal with the challenges we all face, or in the future performance of the NMOC.

In order to mitigate the current situation, which is creating unnecessary unrest, we would ask you to:

* invite NM management to provide, in the social dialogue process, a vision of the future of the NMOC, together with the associated staff plans (rejuvenation, succession and training). This will be too late for this summer, but given the time required to recruit and train staff, it ought to be available for the summer of 2019. If it is not available, the problems will continue to increase into the 2021 summer season;

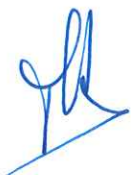
* invite NM management to withdraw the proposed summer staffing roster to ensure that there is proper discussion before a new summer staffing roster is issued.

Union Syndicale-Brussels would like to thank you in advance for your understanding and remains at your disposal for further information and discussions.

USB hopes that the current situation will be resolved as soon as possible, in the interest of all parties.

Yours faithfully,

On behalf of the Delegation of Union Syndicale-Brussels at EUROCONTROL,



Georges Tsolos
Vice-President

Copies: DNM, DR/SD, TUEM, FFPE, USEF and SC.

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