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To: Member State representatives on the Provisional Council

Cc.: President and Vice-President of the Permanent Commission, DG EUROCONTROL, ATCEUC, ETF and FFPE/TUEN/USB/USEF Executive Boards.

Sent by email

Brussels, 16.6.20

Subject: Social dialogue: DG's "solidarity package"

Dear Sir/Madam,

We, the four trade unions of EUROCONTROL, are all aware of the precarious and unprecedented situation we are all in and the challenges which the world is facing, more specifically the aviation world.

We wish to inform you of a serious deterioration in the social dialogue process in which we are currently engaged. You will find below a summary of the events leading up to this situation.

On 22 May 2020, the Director General of EUROCONTROL presented a "solidarity package" to the trade unions. In the preceding two months, despite the concerns expressed by the unions, the Director General had basically refused, with the exception of two short conference calls, to discuss and liaise with the trade unions partners, although we had constantly asked him to respect the framework agreements between the senior management of the Agency and the unions.

The measures proposed by the DG have never been analysed with the trade unions in terms of their financial impact. The four trade unions have repeatedly reaffirmed our willingness to help the Agency make savings in the current circumstances, proposing an alternative solidarity package which offered even greater savings without compromising social peace. The Maastricht Ops Room staff offered as long ago as April to postpone a salary increase and do back duties which have not been worked owing to the crisis (see Annex).

It seems clear to us that it has never been the DG's intention to genuinely discuss all the items of his package with the aim of actually reaching a common consensus. We, the four trade unions, made counterproposals for the year 2020 (see Annex).

It was therefore a bitter pill for us to realise that DG's main intention was to urgently change the rules and be free to get rid of staff at his discretion, something which no trade union would endorse. We clearly support the rules already in place concerning voluntary leave in the interests of the service (approved by you in July 2016), a measure which would most probably be accepted by staff.

The trade unions have offered the DG several opportunities to resume the dialogue, but has failed to respond. No European institution is currently taking drastic and illegal measures affecting staff rights. A basic sound legal principle of social negotiation within our Agency has been the alignment of EUROCONTROL's Staff Regulations with those of the European Commission, with application of the common method.

We, the four trade unions of EUROCONTROL, are firmly committed to showing solidarity with the Member States in such an unprecedented crisis. The trade unions of EUROCONTROL welcomed without hesitation the decisions to defer for the Member States the PBO and the Member States' pension contributions until next year, which would have an impact for everyone — including the staff — on the pension contributions for next year.

On 8 June 2020, the "last meeting" between the trade unions and senior management was once again not conducted in compliance with the framework agreement governing social dialogue. The trade unions repeatedly requested that the agreement be respected, but these requests were rejected by senior management, which then concluded the meeting. In this context, two unions, under the provisions of the agreement, requested a mediation process and a third announced a cool down period.

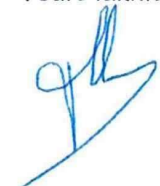
TUEM, the FFPE, USEF and the USB, the four trade unions of EUROCONTROL, have lost trust in the DG. We refuse to any further disregard for social dialogue and its legitimacy, which is part of our bylaws as agreed by our Member States. It seems that using the COVID-19 crisis to avoid social dialogue has become a trend of certain managers in the aviation industry!

It is our duty to inform you of the real negative consequences (ILOAT complaints, staff demotivation, impacts on the activities/functions of a European critical infrastructure, etc.) if certain measures are not taken in accordance with the current Staff Regulations. There is a serious risk that the Member States will have to pay for these decisions later and that the performance of the Agency will be jeopardised.

We call for your direct intervention to restore appropriate social dialogue and a relationship of trust within the Agency. We believe that EUROCONTROL has a fundamental role to play in dealing with the current crisis and in helping air traffic make a swift recovery.

We remain at your disposal for any further information and hope for a positive outcome in the interest of all parties and of European civil aviation.

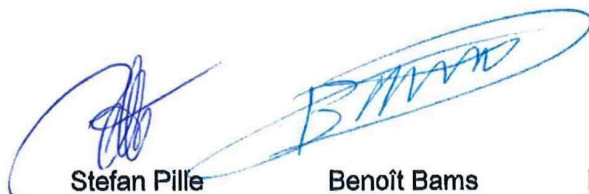
Yours faithfully,



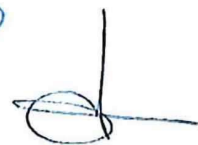
Georges Tsolos
Vice-President



Stefan Pille
President



Benoît Bams
President



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Solidarity Package: Unions Position

2020 Savings (million €)		
Cancellation of MUAC OPS staff's 3,5% salary increase until next year (07/2021)	Accepted	0.70
Cancelled additional working days for ATCOs at MUAC	Accepted	0.60
Cancellation of the 2020 promotion budget	Accepted	0.30
Cancellation of the back pay of the salary adjustment for 2020	Deferral of the payment to July 2021 or January 2022 in order to avoid financial and legal consequences (complaints at ILOAT)	2.60
Travel expenses for 2020	Accepted	0.60
Payment based on the current EU judgment in 2020	Alignment with the EC Staff Regulations (automatically applied for ECTL – agreement signed – Admin Reform 2016)	
Temporary increase of the current special levy by 4% (from 6% up to 10 %) for a period of 12 months (01/07/20-30/06/21)	To be integrally reimbursed to staff in July 2021 and/or January 2022 (flexibility). No risk for financial and legal consequences for the Agency (complaints at ILOAT)	1.8 Corresponding from July 2020 until December 2020
Minus account working hours MUAC Ops room	Unions' proposal	3.0
Leave in the interest of the service (LIIS). 150 staff - Article 42c of the current Staff Regulations. (20 years of seniority on a voluntary basis)	Accepted	No analysis provided by the Agency
Mandatory retirement (new temporary provision proposed by the DG: July 2020 – June 2021)	Rejected High risks for financial and legal consequences for the Agency (complaints at ILOAT)	No analysis provided by the Agency