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Today, 29th May 2020, the 4 Trade Unions (TU) of EUROCONTROL, as well as the SCS and CSC representatives met, for the 4th day in a row, to discuss the Director General's proposal on financial solidarity, as distributed to our members earlier this week.

Already yesterday, the 4 TU confirmed their support of that part of the package, that doesn't require a change of the current statutes. This amounts to already €24 million out of a total of €28 million for the budgetary year 2020.

The Director General confirmed that the missing €4 million are considered to be the crucial ones, since these would be derived from the staff directly. According to him, the Member States of EUROCONTROL „want to see staff suffer“.

The 4 Trade Unions understood the symbolism of staff contributing directly to the current crisis.

For this reason, the TU, SCS and CSC agreed on a common position (see below), taking into account the DG's request to consider items 4.1.e-h of his proposal.

In this context, the Trade Unions also confirmed their support of voluntary leave in the interest of the service according to Art. 42c but insisted that a mandatory LIIS could not be accepted.

After today's presentation of the TU's counterproposal to the DG, the meetings was interrupted for a short break.

Following the break, the Director General expressed his discontent with the Unions' proposal even though it covered the same missing €4 million that were in the original one.

It is beyond our understanding that the DG resisted in going into further discussions and negotiations on those items that were not to his complete satisfaction. Instead, the Director General concluded the meeting after only 10 minutes, leaving the 4 Trade Unions in uncertainty.

USB, USEF, FFPE and TUEM are convinced their proposal is more than reasonable, for many reasons. Apart from some of the DG's original ideas not being legally steady, our counterproposal covers the exact amount as originally required. We also repeatedly stressed that each item would of course be open for discussion, something that the Director General does not want to consider.

This is unfortunately reconfirming the deterioration of social dialogue within the last 2,5 years, ending where we are today: in a position that decisions are imposed onto staff.

The social partners of EUROCONTROL are standing together united in these difficult times for our members and will continue to work in the best interest of not only our members but all Agency staff.

Trade Union's Counter Proposal for items 4.1. e-h of the Agency's Financial Solidarity Measures Package to the Social Partners

The following proposals are considered as a general direction/idea on complying with the DG's request to the staff to directly contribute to the Member States' request of cost savings for the Agency. Further details of below's counterproposals are to be discussed during Consultation Meetings.

4.1.e: The Trade Unions consider the reward process as an essential item to staff's career progression. It cannot be denied that despite the significant drop of air traffic in Europe, EUROCONTROL staff has contributed tremendously in delivering the best service possible in these difficult times. Cancelling the 2020 reward process would be seen as counterproductive to staff's motivation and dedication for the future.

Given the fact that MUAC OPS staff has - in an initial package from mid March - agreed to cancel already approved additional working days for 2020, this equals an estimated savings of around €600-700k for the running year.

Given the fact that the DG is looking for an overall EUROCONTROL package for financial solidarity, the Trade Unions propose to hold on the the 2020 rewards process budget and balance it with the above mentioned savings of approximately double the amount.

4.1.f: Rather than cancelling the reimbursement of annual travel expenses for the year 2020, the Trade Unions propose to defer this payment to the year 2021. By this, the calculated amount of €1.8 million will be saved in the budgetary year 2020. A safety net is proposed to guarantee reimbursement of travel expenses for staff at lower grades.

4.1.g: One-off cancellation of annual salary adjustment payment for 2020 for period July 2020-January 2021 cannot be accepted by the Trade Unions. In accordance with ILO ruling 25/60 from 2006, a deviation from the salary method is not legal.

The same ruling nevertheless mentions that the Member States can request a deferral of such a backpay to a later time. Trade Unions would be willing to discuss such a measure for all EUROCONTROL staff, if requested by the Member States.

4.1.h: MUAC OPS staff agrees to a deferral of the 3.5% salary increase until July 2021. In return they would not be subject to 4.1.g

Additionally, the TU confirmed their position support those items under strand 1 of the DG's proposal which do not require a change of the statutes. The savings of those points already amount to around €24 million out of a total of roughly €28 million.

The above mentioned ideas cover for the remaining €4 million.