



To: President of the Permanent Commission

Copies: President of the Provisional Council, EUROCONTROL Member State representatives on the Provisional Council

*Sent by email*

Brussels, 13/10/22

**Subject: Violation of the Memorandum of Understanding**

Dear Sir,

As President of the EUROCONTROL Permanent Commission, you are aware that the Director General has rejected our request for conciliation, in violation of Article 8 of the Memorandum of Understanding (MoU 2003) signed between the Organisation and the unions. Not only does the Director General not have the authority to reject such a request, but also, by rejecting it, he is refusing to reach a common agreement and is forcing through his reform.

We wish to draw your attention to this rejection, which will have an impact on all decisions resulting from the reform and will be the subject of proceedings before ILOAT.

We would also point out that those Member States which approve this reform will also be failing to comply with the MoU and the unions' request. This can only be considered as disregarding the staff's basic rights. If Member States oppose this request by the trade unions for conflicts in the framework of this reform to be resolved by conciliation, this will be tantamount to interference with the unions in the exercise of their functions.

In view of the foregoing, we feel that you and all the EUROCONTROL Member States have now been extensively informed of this illegal situation and we hope that you will pay particular and careful attention to this before continuing the approval process.

This is the first time in the lifetime of the Agency that we have been confronted with such an illegal violation, the consequences of which are unknown, but will surely have a negative impact on the future of this Agency.

We call today on your benevolence and your responsibility in order to advise you of this unfortunate situation.

Yours faithfully,

A handwritten signature in blue ink, appearing to be 'G. Tsolos'.

Georges Tsolos  
Vice-President

A handwritten signature in blue ink, appearing to be 'B. Bams'.

Benoît Bams  
President

A handwritten signature in blue ink, appearing to be 'M. Aguilera'.

Maria Aguilera  
President