Union Syndicale Bruxelles

Union Syndicale EUROCONTROL France

Statement made by the European Transport Workers' Federation (ETF) on the DG's PC66 Report at the 66th meeting of the EUROCONTROL Provisional Council on 26.11.2026

Director General, Members of the Provisional Council,

Despite numerous exchanges between the management of the Eurocontrol agency and the Unions representing Eurocontrol's staff, social dialogue continues to fall short of its objectives. While discussions have taken place on many concrete issues, progress has remained limited due to Eurocontrol's very restricted flexibility in addressing staff concerns.

One example is the exchanges in the new Employment Framework. The agency's staff legitimately oppose any reform of the employment framework that is not aligned with the EU Staff Regulations, which must remain the benchmark for protecting staff rights and employment conditions.

The Unions representing Eurocontrol's staff raised serious objections to the 2022 reform which ETF relayed in this forum. Those concerns remain valid today. The resulting issues have led to complaints and ongoing legal cases, with potentially significant financial and reputational consequences for the Agency.

Introducing a further reform that departs from the EU framework and reduces staff rights while these issues remain unresolved is unacceptable.

We also note the announced reform at EU level, which may address concerns relating to contract staff. Its potential impact should be considered before further changes are pursued.

We therefore call on the Provisional Council to ensure that the unresolved issues arising from the 2022 reform are addressed first and that any future proposals are developed through genuine social dialogue, supported by full transparency on financial assessments and audit outcomes.

ETF, USB and staff remain committed to modernising the Agency through a negotiated solution. However, if a further reform is imposed that weakens staff rights and working conditions while existing issues remain unresolved, industrial action will become necessary.

Our preference is dialogue, but our determination to defend staff interests should not be underestimated.

Trust takes years to build, seconds to break, and a lifetime to repair.

We remain at the disposal of Member States' delegations for further clarification regarding this on-going situation.