



*"[air navigation control, [...]] is a task involving the exercise of public authority and is not of an economic nature, since that activity constitutes a service in the public interest which is intended to protect both the users of air transport and the populations affected by aircraft flying over them".
(Extract of decision C.364/92 of the European Court of Justice).*

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Aix-en-Provence, 27th April 2007

Mister Prime Minister,

Subject: **Discriminatory treatment of 50 Air Traffic Controllers and breach of legislation**

ATCEUC is the Air Traffic Controllers European Unions Coordination involved in social dialogue and professional matters at European Commission level. ATCEUC represents more than 12.000 controllers across Europe and therefore also MATCA, Air Traffic Controller's Union in Macedonia.

We unfortunately had to learn from our member Union in Macedonia that the situation summarized below is taking place for some time. This human resource management is shocking!

- A group of approximately 50 (fifty) Air Traffic Controllers (ATCO's) is not employed according to the rules and regulations of employment in force in the Republic of Macedonia.
- This group does not have the basic benefits, nor the contracts these controllers are entitled to.
- ATCO's are employed under temporary contracts. In the last 6 years, these contracts have been continuously renewed, up to 12 times!
- The Contracts and their Appendixes were until now signed on irregular basis, for periods lasting from one month to a year, without any prior information about possible extension of the contracts.
- The contents of the contracts were changed on arbitrary decisions by Management and the legal department.
- These ATCO's are not covered by proper sickness insurance nor are they contributing to any pension scheme.
- For the period of 22.05.2003 until 04.06.2003, eight of the ATCO's who were at work, did not have a contract and were thereafter not paid.
- Another clear example of discrimination refers to female controllers: After delivery, they are not entitled to pregnancy leave. As from legislation, this is direct discrimination not only for the female controller, but towards the child rights and the family of the controller concerned.

After six years and three restructurisation of the Civil Aviation Authorities, this evident discriminatory problem has not been solved.

Despite some promises from the current management, the situation still persists and the problems are exacerbated.

Some marginal benefits were obtained after difficult negotiations but still, these controllers do not have pension scheme contributions and are paid 15 percent less than other controllers.

The situation, imposed on them, is totally unacceptable for both social and human reasons but also for the possible risks viciously induced by these practices on the safe handling of Air Traffic in the airspace of Macedonia.

We urge you to intervene in order to solve the situation in a decent and acceptable manner for the best interests of both our members and the Safety of the Air Navigation Services in the Republic of Macedonia.

Therefore, we ask you to finalize permanent contracts of equal rights for the controllers concerned.

ATCEUC will support any action deemed necessary by its Macedonian member Union and will relay its concerns to the highest level of the European Commission.

Yours sincerely,



Volker DICK,
ATCEUC President