



Dear Members,

The summer period continues to be hot, and not only weather-wise. In our profession the situation has heated up dramatically all across Europe. From Spain to Romania and France, Italy and Croatia, to name the ones with the most media attention. But we need not forget the total power failure at Brussels ACC and the constant pressure on our pensions all over.

The situation obviously shows that numerous ANSP management teams cannot react properly to the pressure put on them by the European Commission for cost reduction. Their disproportionate actions lead to social unrest and system failures, causing traffic disruptions and possibly even affecting the safety of flights.

Under a lot of pressure and attacked from all sides, ATCOs are still required to perform at the highest standards, while politicians and managers seem to forget that we are human beings and get impacted by the global situation. Like everyone, we too are inevitably affected by the general turmoil, which occupies our minds and sometimes influences our performance as well.

Misguided government actions and political decisions have already negatively impacted staffing levels for decades to come. ATCOs will continue to provide a service as safe and expeditious as possible in the global situations they are forced to cope with. Corrective actions are urgently needed though, in order to avoid continuously worsening the situation.

It seems that total system failures are not enough to wake up the European Commission from its cost saving frenzy. We are afraid to ask: what will it take? For how long will the European Commission continue to indulge lobbying airlines who found an easy target in European ANSPs?

These are questions that we cannot answer. But we *will* continue to fight in all appropriate social dialogue fora and EU committees to ensure that conditions for providing air traffic control, safety and expedition to all airspace users are not endangered any more.



*During the last Committee Meeting in Rome ATCEUC welcomed new member UNICON (Kosovo) and FFPE (Eurocontrol) as an observer.*

For comments, opinions and suggestions regarding this Newsletter please send an email to [board@atceuc.org](mailto:board@atceuc.org)

## Italy

UnICA (formerly ATM-PP) has been fighting against the privatisation of almost 50% of ENAV. On another front, the new CLA covers indiscriminately all air transport workers and reduces the possibility for ATC and ATM personnel to participate in the bargaining process, unless they join the biggest unions.

The consequences are now obvious: newly hired ATCOs have to work more hours, with more duties (e.g. provide MET observations, formerly done by MET observers) and a 40% lower wage. Several strikes were called against this and the last one was set for July 14<sup>th</sup>, but the Italian Government decided last minute to suspend it because *“The strike would have created problems for the travellers...”*

While UnICA is forced to plan a new strike for October, the new ENAV Board of Directors is now deciding if ATC and ATM personnel should remain in the “general CLA” or not.

## Greece

In the middle of the debt crisis, our colleagues in Greece have been fighting for years to ensure safety despite severe understaffing, lack of equipment and absence of proper maintenance. As a way out they organized strikes in August to convince the government to create an independent ANSP separate from the Regulator. This will facilitate financial transparency and ensure funding for much needed upgrades and staffing.

## Croatia

The CLA expired on December 31<sup>st</sup> 2014 but was extended for one year. Negotiations for a new agreement started in October 2014.

The RP2 Performance Plan was prepared without consultation with CATCU and with highly optimistic numbers regarding delays and performance indicators. These expectations were based on the additional engagement of ATCOs in terms of overtime shifts, which management came to consider as normal, but which eventually led to an increase in sick leaves.

A new CLA was agreed last minute. Performance is still not what it should be, partly due to the implementation of new configurations which cannot be applied due to inadequate staff training. This will have a detrimental effect on overall efficiency and result in failure to comply with the Performance Plan.

## Spain

In December 2010, AENA (now ENAIRE) decided to close the Spanish airspace due to ATCOs supposedly leaving their working positions. A very hard repression followed against our colleagues, who had to work with soldiers watching over their backs.

AENA took our Spanish ATCO colleagues to court and now, in 2015, the verdict is clear: all charges against ATCOs are dismissed by the courts, except for 2 (out of 23) cases still open due to political pressure. Despite those rulings, ENAIRE refuses to accept responsibility and suspended 61 ATCOs for one month without pay. As a result, USCA called for strikes in June and July to protest against this.

## Romania

One month of negotiations preceded the end of the validity of the CLA, without result. The CLA was extended for 10 days and the negotiations continued. Again without result, so after the “Work Conflict” procedure was opened, a conciliation 3-day meeting under the authority of the Labor Inspectorate was held. A third time with no result. So, the process of collecting union members’ signatures in order to call for a strike began. The last negotiation period ended on July 3<sup>rd</sup> and strikes followed only a few days later. The ATCEUC EB and many members put pressure on the Romanian government by sending letters of support to ATSR.



**The next Committee Meeting will be held in Marseille on September 30<sup>th</sup>, October 1<sup>st</sup>-2<sup>nd</sup> 2015. Have a pleasant end of summer and see you all there.**