



*"[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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Final Communiqué of the 65th ATCEUC Committee Meeting

Utrecht, The Netherlands, 7-10 October 2025

The Air Traffic Controllers European Unions Coordination (ATCEUC) convened its 65th Committee Meeting in Utrecht, hosted by VNLG. ATCEUC warmly thanks VNLG for their exceptional organisation, hospitality and for welcoming the delegates to the heart of the Netherlands.

Fatigue Risk Management: A Safety Priority

VNLG President Rogier Hendriks welcomed delegates, emphasizing unity and collaboration among European ATCO unions. He highlighted fatigue risk management as critical, urging data-driven and inclusive solutions prioritizing controller well-being.

Building on this, a major thematic session on fatigue highlighted its complex nature beyond just regulatory or medical concerns.

Nathalie Le Cam from EASA presented important updates on the Fatigue Task Force and forthcoming regulatory revisions. Additional contributions provided by recognized experts in the field offered valuable insights into scientific research on fatigue, practical implementation of Fatigue Risk Management Systems in operational settings, and holistic approaches to mental well-being support for ATCO trainees. These inputs offer significant food for thought for ATCEUC's ongoing efforts to develop effective, fatigue policies.

Looking ahead, ATCEUC focuses on keeping safety and fatigue risk management central to daily operations. Key priorities include operational staff and union involvement in fatigue policy, and sustained support for ATCO and ATSEP well-being in both work and training. Effective fatigue risk management requires trust, collaboration, and recognition of human limits.

SES2+ reform

The Committee welcomed Mr. Frederik Rasmussen (European Commission) who discussed evolving ANSP strategies, SES reform progress, and regulatory

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outlooks. Mr. Rasmussen detailed SES2+ reform elements, including the new Performance Review Board, and a stronger environmental focus.

EUROCONTROL Network Management and Readiness for Summer 2026

ATCEUC engaged with EUROCONTROL's Iacopo Prissinotti and Steven Moore on traffic growth (+3.9% vs. 2024), improved network performance with reduced delays and datalink resilience, and the remaining ongoing challenges in meeting capacity and delay targets. ATCEUC emphasized the need for structural and operational support, instead of airspace users or political pressure, to ensure long-term resilience. ATCEUC reaffirmed: protect the operations to protect the network and its safety.

RP4-RP5 Performance

Eric de Vries (Directorate General for Civil Aviation and Maritime Affairs of The Netherlands) presented an in-depth overview of the RP4 performance targets and the challenges they pose, particularly in the area of cost efficiency. ATCEUC expressed strong concerns and remains vigilant on this issue. The politically adopted targets, along with their compliance assessments, often fail to reflect operational and economic realities. In the Netherlands, factors such as inflation, high living costs, investment cycles, and the complexity of operations, especially at major hubs like Schiphol, make it increasingly difficult to meet cost-efficiency targets while upholding high safety standards and without undermining service quality or staffing levels. These challenges are not unique to the Netherlands and are echoed across many other States and ANSPs currently considered non-compliant. ATCEUC is also closely monitoring the development of the RP5 framework, warning that a continued "one-size-fits-all" approach and excessive micromanagement risk further widening the gap between regulatory expectations and on-the-ground realities. The adoption of a clear, context-sensitive performance framework will be essential to prevent pressure on safety, working conditions, and the overall resilience of air navigation services.

Political Perspective: AI and Liability Risks

ATCEUC expressed strong concerns about the legal implications of AI integration in ATM. Based on its interpretation of the AI Act and the Liability for Defective Products Directive, the use of AI—whether for decision-making or support—requires a thorough evaluation of its impact on responsibility and liability. ATCEUC calls for clear legal safeguards, strong oversight, and meaningful union involvement to ensure that safety remains the top priority, alongside a proper assessment of accountability.

Revision of EU Regulation 1008/2008 on Air Services

ATCEUC acknowledges the initiative to revise EU Regulation 1008/2008 aiming to enhance resilience, competitiveness, and sustainability in air services. However, we strongly oppose the vague and insufficient reference to "high quality employment," which must clearly guarantee stable contracts, fair pay, adequate staffing and fundamental workers' rights, including the right to strike. Proposals to hold Member States financially liable for ATC strike-related delays,



enforce overflight continuity, or impose lengthy strike notice periods risk undermining these rights and compromising safety. Industrial action disruptions are minimal compared to airline delays and should not justify restrictions on fundamental rights. Air Navigation Services remain sovereign public safety responsibilities, and labour law, including the right to strike, is a national matter. ATCEUC rejects any measures that violate EU principles and workers' rights.

Conclusion

The 65th ATCEUC Committee Meeting reaffirmed its commitment to safety, professionalism, and union solidarity.

The next ATCEUC Committee Meeting is scheduled for Spring 2026 in Lisbon. We look forward with enthusiasm to gathering in this vibrant city, and extend our sincere thanks to our future hosts for their commitment and hospitality in welcoming the ATCEUC community.

ATCEUC, with its newly elected Board, remains dedicated to defending the rights and responsibilities of air traffic controllers, promoting safety-first policies, and ensuring controller voices are heard across European forums.

The ATCEUC Committee Meeting also sends its warmest wishes to our President, Volker Dick, for a swift and full recovery.

Air Traffic Controllers European Unions Coordination (ATCEUC) was created in 1989 and is currently composed of 34 professional and autonomous trade unions representing more than 14000 Air Traffic Controllers (ATCOs) and Air Traffic Safety Electronics Personnel (ATSEPs) throughout Europe. ATCEUC is part of the "European Union Sectoral Social Dialogue - Civil Aviation" in the air traffic management field and it is recognised as a full member of the ICB. ATCEUC with its experts participates in every work group where the voice of its Members can and have to be expressed: SESAR 3 JU, TSG, CEGHD, EASA ATM/ANS CSTG, EASC, ASPReT, JCTF, ATM Partners and other workshops or programmes within the framework of EASA, EUROCONTROL and the European Commission.