



## *Communique Frankfurt 30th January 2009*

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MOSAIC members took good note of the decisions taken in Bordeaux for the FABEC. The **convergence** process towards **one single international organisation**, with **one single unit rate** and charges **collected by a single entity** marks a very positive step in the right direction. MOSAIC members support the idea of a state treaty ratified by 2011, and are ready to work on it with governments and providers to place MOSAIC values and principles at the heart of its conception. The true meaning of those technical and institutional elements appears with even greater clarity when linked to the political decision summarised by the hosting French minister of transport during the closing speech of the European Summit, stating that all seven ANSP now want and will « **act like a single entity** »

However the risk of **competition between employees cannot be excluded**. The current dramatic crisis we now face reinforces the feeling of insecurity among employees. It is now essential to address those feelings with the same efficiency and energy displayed over technical and institutional issues. MOSAIC members have been working together for the last three years to define the fundamental elements of our future working environment laid down in the "Framework document", including our statute. We will put the same energy to impose them as we have displayed for technical or institutional issues. The overall successful implementation of FABEC will rely on our ability to converge towards **high level**, adequate and **protective statutes** and **working conditions** for all **staff from the safety chain**.

Unions and professional associations sharing and defending the MOSAIC principles and values are now joined into a common organisation to represent staff in FABEC at information and/or consultation levels. This organisation, whose members ratified a memorandum of understanding, ensures that one single partner is identified in FABEC for the vast majority of staff.