



SOCIAL DIALOGUE IN FABEC : ACT I

MARC WAS OFFICIALLY INVITED FOR THE FIRST TIME TO DISCUSS, WITH FABEC MANAGEMENT, ON HOW SOCIAL DIALOGUE SHOULD BE ORGANISED.

Can we start now ?

Can staff wait while its future is decided without him ? No. We represent the vast majority of controllers, and a huge proportion of FABEC staff . And we are ready to start working. We need to get started...now.

Is FABEC going anywhere ?

We are extremely worried by the lack of governance of the whole project. Providers are setting up individual and sometimes rival strategies, within the FABEC envelope ; a catastrophic development: when employers compete, employees usually pay the bill.

Closing centres just for the sake of it ? No way..

There are literally dozens and dozens of areas where operational improvements are possible, once a direction has been set. The urgency lies in setting that direction, rather than on pursuing illusions such as a consolidated centre, replacing four operational units, decided without operational justification, to give the impression that real changes are on the way.

FABEC seems to be moving fast. Where to ? Who with ? What for ? Many questions, not so many answers : it was about time for trade unions to be involved at international level in a project so ambitious. Discussing with staff seems to be a complicated task, nearly as challenging as some operational evolutions. MARC is happy to finally be able to start working, but remains well aware of the huge amount of work to be completed.

ORGANISATION IN FABEC SDC

At high level, our delegates will participate to meetings involving staff representatives and CEOs. Those meetings will take place at least twice a year. Those meetings, officially called FABEC Social Dialogue Committee [SDC], will be the place where strategic decisions, and major orientations are discussed. The first meeting of the kind is expected by February 2010. We regret the fact that it took so long to set up a first official meeting, but will be there anyhow. The sooner the better !

HOW MANY SEATS ?

MARC has organised its delegation in order to allow the broadest participation of its members. Our delegates are given mandates and speak the voice of the vast majority of atco in FABEC The number of seats allocated to the two organisations recognised as social partner for FABEC (ETF regional delegation and MARC) has been decided on a temporarily basis, as the method to measure the importance of all trade unions at FABEC level has not yet been established. Impatient to finally begin working, MARC accepted a transitional setup. The exact number of seats for each, shall, however, be specified at a later stage, using well-defined procedures.

THE OPS GROUPS

The size of the project, and the number of groups and task forces make it nearly impossible for a social partner to keep up with all that is said in FABEC. On the other hand, controllers are, in particular, usually well involved in projects of this magnitude. It is therefore essential that our members are given access to task forces deliverables, and participate whenever their expertise might be called for.

This meeting was also the first chance for us to voice some of our concerns related to FABEC. Despite its importance, the whole project could well be headed for a brick wall, should providers go on pursuing individual policies disguised under a minimal cooperation scenario.