



EUROCONTROL ADMINISTRATIVE REFORM: THREE UNIONS POSITION

- 1- The conditions of employment are today identical between MUAC Staff and Agency Staff, but would no longer be the case with the proposed Reform, the General Conditions of Employment (GCE – MUAC) contains different statutory provisions in terms of performance in particular (discrimination and serious legal consequences).
- 2- The developments acquired during the previous Reform are not maintained in the new proposed Reform:
 - Social responsibility (the partial disability scheme will be suppressed after 2 years);
 - Career prospects and grade brackets: with the current proposed Reform, the majority of staff will be blocked. This will not help to recover staff motivation, increase productivity and avoid discrimination.
- 3- A promotion mechanism has to be necessarily maintained (civil service). The arbitrary and opaque bonus system proposed by the Administration will increase the abuses (private sector practices)!
- 4- There is no Conflict of Interest rule in the current Staff Regulations. The absence of this regulation allows many irregular and illegal situations. We need to stop legal and financial abuses damaging the Agency interests and have heavy budgetary consequences. The Administration has rejected to introduce this measure.
- 5- The Agency will propose to decrease the massive outsourcing of Agency tasks, as the non-transparent increase of the outsourcing of essential Agency tasks will be negative for the Agency and for the staff. The main consequences will be the loss of expertise and cost increase.
- 6- The Agency will maintain the determined period contracts (recruitment) instead of CDI, damaging the stability of the employment, diminishing the EUROCONTROL attractiveness and allowing the loss of the Agency expertise.
- 7- The Agency management will return to work within established Social Dialogue rules as there is an absolute absence of trust. We request transparency, respect of the rules and procedures, access to documentation, recognition of the unions' role as stated in our MoU.