



EASA: latest news

U4U latest news (24/06/2023)

Dear U4U members

We last reported to you in May 2023. There we set out the context that led the U4U management to take charge, over many months, of the social dialogue with the EASA management, in accordance with the framework agreement in force.

We would now like to report what has been achieved since then.

1. Meeting with the Secretariat General of the Commission, responsible for the Agencies

On several occasions, during various meetings with the services of the Commission, including the Secretariat General, U4U has drawn attention to the bad working atmosphere in the agencies partly due to poor governance and bad management. U4U has repeatedly pressed for improvements in these areas. We have also written on this matter to the President of the Commission and to the European Parliament.

On Wednesday 21 June, an additional meeting was held with the Secretariat-General in the presence of the various unions and the AASC (Assembly of Agency Staff Committees), where U4U has representatives. The Commission undertook to strengthen its network within the Management Boards of the Agencies, to meet all the Executive Directors of the Agencies and to develop its right of veto which was recently used in the EASA Board. The Head of DG HR has also brought together all the Directors General who are members of the Management Boards of the various agencies to ask them to ensure that the Staff Regulations and the rules of the European civil service are respected.

These are small steps which nonetheless represent major progress. A new climate is being established in the regulatory agencies after years of struggle in which U4U has played a leading and important role. We hope that this will help to improve the working environment. However, as this is just the start of a new phase, the staff representatives will undoubtedly need to keep a watchful eye on developments. Indeed, more improvements will certainly be needed.

2. U4U Framework Agreement and EASA Administration

For several years, the framework agreement between the agency and U4U has governed relations between EASA and the unions, for now U4U alone, and defines the rules for social dialogue at the EASA. This agreement stipulates, for example, that in the event of a deadlock in this dialogue at EASA level, a new and separate dialogue is started between the Director of the Agency and the President of U4U.

U4U feels obliged to respect our part of the framework agreement and show our commitment to the staff and to the Institution. A failure on our part to respect this agreement would undermine the credibility of staff representation and therefore of the staff themselves. For this reason, we have been participating in the social dialogue with the EASA administration since December 2022. We also sought support from the newly elected Staff Committee and met with members of the U4U Cologne union on various occasions in 2023.

In this context, as stipulated in the Framework Agreement, potential revisions must also be discussed at least every 3 years. Consequently, as part of this social dialogue and as announced to members and staff several months ago, the framework agreement signed in 2018 has been renewed without any substantial changes overall. However, there have been two more significant adaptations:

- a. With regard to the allocation of resources to the Staff Committee, the provisions that previously existed no longer appear in the Framework Agreement as they must be the subject of a specific agreement between the Administration and the EASA Staff Committee. It is not up to U4U to represent the Staff Committee on this issue. But we are ready to support its case if requested to do so.
- b. With regard to trade union representativeness, the threshold for trade union representativeness has now been raised from 5% to 10% of EASA staff, something which boosts the credibility of trade union representatives.

3. Last round of the current social dialogue

As foreseen, a final conclusive discussion on the social climate in Cologne between the EASA Administration and U4U will take place on Friday 7 July. The documents forming the basis of this dialogue consist of 1) EASA staff survey results and 2) the conclusions of the staff's Direct and Collective Expression exercise.

We would welcome your input on this matter. Please email us your comments and write 'Social Dialogue' in the subject line.

Last but not least, we regret that, for reasons which are frankly difficult to understand, the Staff Committee did not wish to become involved in this last round of social dialogue. Finally, we have a working meeting with the committee on 7 July, which is positive news.

Yours sincerely

Georges Vlandas
Président

24/06/2023