

EASA austerity and anti-crisis measures with staff impact

Social dialogue

May 6,2020 and May 8, 2020 in Cologne

Invitation for U4U sent on April 30,2020

Present

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Agenda

1. Background
2. U4U collective ideas and proposals on measures, prioritized according to their potential benefit to the Agency and staff acceptance level
3. U4U view for the initial inventory of measures by Administration. Annex 1
4. Staff considerations on communication plan.

Annex 1

Key measures for enhanced productivity, flexibility on resource availability and cost efficiency with cash or funding impact for the Agency with the consideration of fairness and proportionality of staff impact

A) Working time

1. Flexi time leave used for its original purpose only with daily reduction of working hours
2. Exceptional annual carryover of leave not available from 2020 to 2021
3. Encouragement for voluntary use for parental leave / other leaves where activities subject to reduction
4. Reduced working time to 80-90% for some months for all staff
5. Unpaid leave

B) Additional entitlements

6. International school fee contribution review based on equal treatment principle with Agency contribution cap
7. Job ticket and parking allowance cancellation
8. Reclassification freeze 2020

C) Contracts

9. Retirement eligibility review in accordance with age limit
10. Encouragement for voluntary retirements
11. Policy changes for contract renewals with definite period with future impact.
12. Contract terminations due to e.g. post discontinuity and non-availability of competence redeployment in the Agency

