## 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

# Assessment grid EASA austerity measures

Annex 1 08.05.2020

	Measure	Cash flow	Budget		Efficiency		6	Out
			MT	LT	(unit)	Compatibility SR	Social	Other
01	Flexi time leave used for its original purpose only with daily reduction of working hours	-	-	-				
02	Exceptional annual carryover of leave not available from 2020 to 2021	-	-	-				
03	Encouragement for voluntary use for parental leave / other leaves where activities subject to reduction	-	-	-				
04	Reduced working time 90% for all staff	0,5 MEUR month	0,5 MEUR month	0,5 MEUR month				All staff 90% part time for 1 month during 2020 and 2021
05	Unpaid leave	-	-	-				
06	International school fee contribution review based on equal treatment principle with Agency contribution cap 8500 EUR and cancel local school OGTS	0,7 M / 6 months	0,7m / 6 months	1,5 M annual		Yes		
07	Job ticket and parking allowance cancellation	-	-	-				
08	Reclassification freeze 2020	0,4 M	0,4M	-				Non-recurring, impact only Nov 2020
09	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	-	-	2 M annual		Yes		1 FTE avg annual cost 120 kEUR. LT impact only since notice period 3-10 months.