



REPORT BOARDMEETING JULY 5th 2018

Present: Borrey, Bersipont, Goethals, Geryl, Van der Wilt, Steegen

Excused: Scharlaken, Verbraeken, Meulemans, Boerjan, Mokhtar, Cautaerts, Smit

1. Previous report

Previous report is accepted as published.

2. Mail in & out

Mail in:

From Arne Schits: update on situation concerning Cp-issues

Mail out:

Mail to CEO, COO and DGHR concerning the nonexistence of communication towards controllers (and now specifically concerning the participation list for the next radar course)

3. Financial

The legal insurance is now active.

Financial status

Income added up to 12.517,00 EUR, mainly due to the recovery from the Lenin-Mary case. Expenses were up to 6.103,00 EUR, caused by travel costs and legal insurance fee.

4. Professional

Radar course and its effects

Because of the working method management pursues regarding the selection of candidates for the next ACC/APS course, many ATCOs are being overtaken in seniority. Naturally, this is hard to grasp for some of the colleagues, especially at EBBR TWR, who are waiting already many years to join the course and now are being overtaken by much younger people from regional towers. However, the way this selection system is being used is not illegal. Despite BGATC's suggestion towards management to communicate about their vision and planning (if any), no such efforts have been taken.

EBBR SVR manning

There is a structural problem and shortage of supervisors at EBBR TWR. From September on, EBBR TWR is left with the equivalent of 8 FTE SVRs only, while the absolute minimum to guarantee the daily operations is 7. As a result it is very hard to get leave-days and vacation is even being denied from September on! The problem has already been addressed several times but up until now there is no decent solution. P. Delaruelle has committed to stay an extra 6 months after dispo-date, starting November 2018.

Vacation days at EBBR

There is some mismanagement regarding the vacation days at EBBR. A few examples are ATCOs who are being denied taking a vacation day during the month of July while at the same time 3 ATCOs are planned with a 'U'-service for the Horizon 2020 project. In another instance, 'C' was denied while there were 13 ATCOs planned with 'CP'. This way of working de-motivates the ATCOs and is the cause for a bad atmosphere on the work floor. In order to avoid these situations, BGATC had proposed many months ago to increase the number of SBY shifts, thus allowing a lower CP-buffer. However, yet again management opted not to act.

Overall management EBBR

We have noticed that several issues, including -amongst many others- handling special VFR police helicopters and buffering absences (= working with reduced staff), have been put on the long term while they should be handled ASAP. There is no constructive solution for many of them or they are not being worked out correctly and within time limits. It is obvious that this way of working leads to questions about the direct management of EBBR TWR.

CB's vs MIL

A few weeks ago, there were some incidents in the east sectors. During the evening and night there were CB's developing and interfering with the traffic routes in these sectors. While pilots were requesting to deviate from tracks to avoid, this was denied several times by the military who were having some exercises in the same area. In the end pilots had no other choice but to deviate anyway for safety and cross military airspace, while triggering TCAS alerts with F-16's. It is very sad that we got no support from MIL during these circumstances. BGATC regrets that such situations do occur and urges management to make a better cooperation possible.

Parental leave

Since many requests for part time work have been denied by management, unions and management have been looking for solutions. Jonathan attended a meeting and an agreed text is to be expected... More news to follow...

Joint meeting HR, BGATC and the unions on 06/07

Following numerous requests by BGATC to clarify many topics, management agreed to hold a joint meeting. Below you can find a summary:

Topics:

- **Formal nomination New ADRs:** delay was 'due to work overload and complexity'. It should be finalized soon. According to the HR manager the tardiness should have no impact on the career and salary/pension of the individual ATCO. However we have asked Marijke Sterckx to check this. The nomination proposals were eventually opened within a week...
- **CISM:** the job description for the head of CISM will be ready soon. Meanwhile Katrijn Demecheleer has been appointed as the replacement of Katrien Peeters... ad interim

- **Call up fees:** the story about promised call up fees that have not been paid correctly or have been deducted months later, has finally come to an end. Everything should have been corrected by now. For those involved please check! From now on the DGO/COO will authorise exceptional fees personally thus no more problems are to be expected according management.
- **CAPAN study:** the timing of the publication of the latest CAPAN study was a bit unfortunate and therefore the ATCOs involved were left out of the final conclusion. 'It shouldn't have happened' and further CAPAN sessions have been scheduled as of September 18th (involving ATCOs).
- **Seniority next ACS/APS course:** we have addressed the blunt publication of the participants list and the lack of communication towards the ATCOs who have been skipped (for operational reasons). Management acknowledges the impact their list has and thinks of a way to show the ADRs a general prospect of who can participate and when, in the next planned courses (without any real commitment).

We have also learnt that The HR manager is a computerization enthusiast, who is constantly talking about informatization. We have however urged him to take on the biggest issues first...

5. International

ATCEUC

The ATCEUC general assembly will be hold at 17-18-19 October 2018 in Lviv - Ukraine

IFATCA

The European Regional Meeting Dublin 10-12 October 2018 will focus on technology, liability, predictability of the ATM network and the future of ATM in Europe.

The 2019 international meeting will be held in Costa Rica 20-24 May 2019.

6. Technical

Nil.

7. Regional

Nil.

Next board meeting will be held on the 6th of September.

Yours sincerely,

Sven Steegen
2th Secretary BGATC

**TOGETHER FOR
A BETTER FUTURE!**

