

Rue du Midi 165  
B-1000 Brussels  
Telephone +32 2 285 46 60  
Fax +32 2 280 08 17  
Email: [etf@etf-europe.org](mailto:etf@etf-europe.org)  
[www.etf-europe.org](http://www.etf-europe.org)

European Transport Workers' Federation  
Fédération Européenne des Travailleurs des Transports  
Europäische Transportarbeiter-Föderation  
Federación Europea de los Trabajadores del Transporte  
  
KBC Bank, Rue d'Arenberg 11, B-1000 Brussels  
Account number: 430-0386621-67

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**ETF MEMBERS SHARE THE SAME APPROACH  
ON THE FAB EUROPE CENTRAL FEASIBILITY STUDY**

**1. The ETF together with CANSO have confirmed their commitment to Single European Sky and thus also to implementation of FABs in order to:**

- Improve the services to airspace users and to our customers,
- Increase safety,
- Add operational value, and
- Make ATM more efficient

**2. Consolidation models for FAB implementation are not supported by ETF members**

The top down approach of 4-5 FABs for Europe based on theoretical studies is not supported by ETF. We believe that resistance to this type of approach should not be underestimated. The idea of a single ANSP for Europe, as suggested in some discussions, is not supported either. The analysis of this solution brings no serious evidence that it would enhance safety and/or cost-effectiveness. There is no legal requirement in Single Sky regulations demanding consolidation of service provision.

**3. The necessity of the "bottom up approach"**

Whilst every effort should be made towards greater convergence of consultation arrangements, in line with the "bottom up" it is recognised that "one size does not fit all" and that flexibility to reflect different cultures needs to be accommodated.

**4. ETF and CANSO agreed that Social Dialogue will be the key to success**

It is recognised that Consultation between Social partners and involvement in the decision making process is central to the development of FABs. The Establishment of FABs involving change is more likely to be accepted by employees if they are involved from the early stages. Employee commitment to change is best achieved through involvement, where employees know what the FAB is attempting to achieve and how decisions can be influenced by them.

The establishment of a long term reliable and stable relationship will enable negotiations to take place in an atmosphere of trust. The early involvement of employee representatives in the decision making process is vital. To this end management should seek and take account of the views of employees before making a decision on a FAB. ANSPs and their respective employee representatives should agree consultative arrangements that provide for involvement at such a stage that influence on the decision making process is secured.



President Wilhelm Haberzettl

Vice President Graham Stevenson

General Secretary Eduardo Chagas



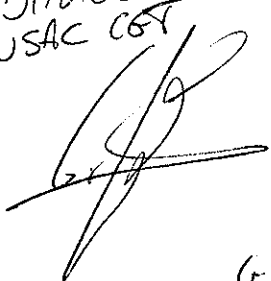
ANSPs should establish an ethos of early/timely consultation thereby avoiding difficulties at a later stage of establishing a FAB. There should be an Ethos of "no surprises" as the FAB arrangements evolve. It is also agreed that ANSPs and Employee representatives should foster a culture of information sharing and joint problem solving. All issues regarding the formation of a FAB could be open for discussion in the appropriate forum. Many issues are subject to consultation /negotiation as well. ANSPs must allow sufficient time for the FAB consultation process in a satisfactory manner.

**5. Therefore, ETF members, involved in the FAB Central, call on:**

- All Providers involved in the FAB Central to involve ETF in all information/consultation development of the feasibility study and to the relevant studies from the very early stages of initiation; Etf should represent its members at the decision making levels;
- The concerned Providers to follow the ETF – CANSO report on the implication of FABs;
- The concerned Providers not to support the idea of consolidation (ANSPs, ACCs, CNS...) in the FAB Central;
- The concerned Providers not to compete between themselves and to respect the public service obligations of Air Navigation Services with the highest standards of responsibility and competence for all ATM workers.

**THE FAB CENTRAL WILL NOT BE A SUCCESS WITHOUT THE ATM STAFF!**

Olivero Soffran  
USAC CBT



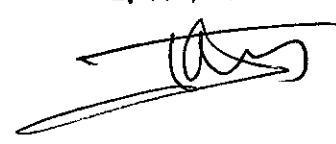
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Michel LENOIR  
FO France.



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SNAC/CFTC



G. RAMONET

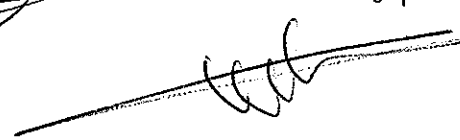


SPAC-CFOT

Liorza Frédéric  
UNSA-DESSA



Eric Holloin  
CGSP - Belgique




President Wilhelm Haberzettl

Vice President Graham Stevenson

General Secretary Eduardo Chagas

