

Maastricht, 04 April 2022



Admin Reform Negotiations – Update April 2022

Dear TUEM Member,

The 2020 Deloitte study and the far-reaching proposals, as commissioned by the EUROCONTROL Director General in the middle of the COVID-19 crisis, caused considerable unrest amongst staff.

At TUEM's request, negotiations started based on a management proposal that was driven by the spirit of the Deloitte study. As you remember, these included heavy pension and salary cuts, just to mention a few. Given the opposing views on how to develop the agency in future, negotiations were complex, extensive and very difficult.

Despite this, we found a common way forward to finalize these negotiations and we are relieved to announce that we have been able to reach a principle agreement. The final legal texts are now being worked on and will be submitted to the Provisional Council meeting in June 2022.

A number of long-standing issues and leftovers from past administrative reforms were also resolved along the way.

After Easter, we will organize a number of briefing sessions to inform you about the details of the results.

TUEM is convinced that these measures are a major step for the Agency and its staff toward a long-overdue modernization. They include significant steps in creating a more flexible and agile working environment, in line with widely accepted best practices. Furthermore, it will hopefully speed up a much-needed cultural change in the agency, one that encourages a working environment based on trust and results.

Best regards,

Your TUEM EB