



Galerie Agora,
Rue du Marché aux Herbes 105, Bte 11
B-1000 Brussels
Telephone +32 2 285 46 60
Fax +32 2 280 08 17
Email: etf@etf-europe.org
www.etf-europe.org

European Transport Workers' Federation
Fédération Européenne des Travailleurs des Transports
Europäische Transportarbeiter-Föderation
Federación Europea de los Trabajadores del Transporte

Richard Prince
Aviapartner Managing Director Belgium
E-Mail: richard.prince@aviapartner.aero

Brussels, 22 June 2020

Dear Mr Prince,

Reminder to comply with legal obligations as an employer, including information provision and consultation of the EWC

We are writing to you on behalf of the European Transport Workers' Federation which represents 5 million transport workers including approximately 370,000 aviation workers around Europe together with the undersigned trade unions representing Aviapartner workers.

We are concerned more than ever about the way you treat your workforce as well as their representatives and the lack of transparency that surrounds all your operations. We regret to inform you that we have been repeatedly approached by our affiliates from several European countries where Aviapartner operates, including Belgium, about their efforts to engage into a dialogue with the management. However, these pleas and attempts have mostly remained unheard and ignored to date. One example for all: Jorn Hanssens, our affiliate of ACV Puls, and also the Chairman of the Aviapartner European Works Council, informed us about his correspondence with you regarding the most burning issues during the COVID-19 crisis. His appeal was not satisfactorily answered and our letter addressed to you on 14 April 2020 remained unanswered to date.

According to our information, it seems that the Aviapartner management has been systematically ignoring numerous attempts of trade unions as well as the Aviapartner European Works Council to have any kind of formal communication and consultation across Europe. When the shareholders of Aviapartner have changed, workers across Europe were not informed until the Belgian Works Council insisted on this. Nevertheless, the EWC has not been officially informed until now. When the unprecedented COVID-19 crisis hit the sector hard and the European Works Council asked about plans for the near future and employees sought to be reassured, you would not respond. When workers' representatives needed to know what the financial situation is, figures were kept hidden by the management. There are no tangible information provisions from Aviapartner towards its workforce whatsoever. In most places where Aviapartner operates, there are reports on the difficulty to establish a meaningful social dialogue.

According to the Framework Directive for occupational safety and health 89/391/EEC and the Directive on the minimum health and safety requirements 89/656/EEC respectively, it is your duty as an employer to provide adequate personal protective equipment to employees and to make sure regular and efficient cleaning of the workplace and work equipment is in place to protect your workforce from COVID-19. Likewise, provision of information and the right for consultation are clearly stipulated in the Directive 2002/14/EC and Directive 2009/38/EC.



President Frank Moreels

Acting General Secretary Livia Spera

Vice Presidents Ekaterina Yordanova
Jan Villadsen



You are very well aware of the fact that ground handling workers have been operating in difficult conditions, even before the COVID-19 crisis. During the pandemic the workers have been complying with their contracts and doing what was necessary to keep the company afloat. While your workforce respects the rules, you ignore your own obligations as an employer.

We would like to reiterate the request of the EWC Chairman and urge you once again to provide regular information on change of ownership, employment trends, financial consequences, concrete protective measures taken, governmental restriction, infected/quarantined workers, and the like. Needless to say, a physical meeting of the EWC is impossible under current circumstances, but there are other means out there that can be used if there is a will to do so. We urge you to convene an extraordinary meeting to inform and consult on the potential impact of the crisis on workers' interests. It is time for the Aviapartner management to live up to its legal obligations for information and consultation of the workers' representatives as per the applicable European and Belgian legislation.

Considering that our previous requests and attempts for a dialogue as well as those of our affiliates have remained largely unanswered, we would like to insist one more time that the Aviapartner management provides us with a reply in writing by 7 July 2020 on the serious issues we are raising in this letter today.

Should there be no answer by 7 July 2020, we are afraid we won't be left with any other choice than to pursue this matter legally.

Respectfully,



Josef Maurer
Head of Aviation and Operations

With the support of the following ETF affiliates

- ACV-Transcom/CSC-Transcom
- Algemene Centrale der Liberale Vakbonden van België/ Centrale générale des syndicats libéraux de Belgique (ACLVB/CGSLB)
- Belgische Transportarbeidersbond/ Union Belge du Transport et de la logistique (BTB-ABVV/FGTB-UBT)
- Landelijke Bediendencentrale - Nationaal Verbond voor Kaderleden/Centrale nationale des employés (ACV Puls/CNE)
- Federación de Servicios a la Ciudadanía - Comisiones Obreras (CCOO)
- Federación de Servicios, Movilidad y Consumo - Unión General de Trabajadores de España (FeSM-UGT)
- Federatie Nederlandse Vakbeweging (FNV)
- Federazione Italiana Trasporti - Confederazione Italiana Sindacati Lavoratori (FIT-CISL)
- Federazione Italiana Lavoratori Trasporti - Confederazione Generale Italiana del Lavoro (FIL-CGIL)
- Unione Italiana dei Lavoratori dei Trasporti (Uiltrasporti)
- Vereinigte Dienstleistungsgewerkschaft (Ver.di)



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