



*"[air navigation control, [...] is a task involving the exercise of public authority and is not of an economic nature, since that activity constitutes a service in the public interest which is intended to protect both the users of air transport and the populations affected by aircraft flying over them". (Extract of decision C.364/92 of the European Court of Justice).*

## **Controllers seats to hire in Spain: higher salary and military weapons in the back.**

Dear colleagues,

As you all know, our Spanish members and colleagues are going through a very difficult period both, on the personal and the professional side. The Spanish government is using dictatorial measures since the 5<sup>th</sup> of February 2010. They put controllers on "on call duty" without any advance notice and changed the rules of mobility by even changing their working location without any advance notice.

Increased the number of labour hours with no negotiation Allowed the recruitment of new controllers with a short training procedure...

On 3<sup>rd</sup> of December 2010, the Spanish government went well over those restrictive measures adding some other unsafe restrictions and measures, like the rescheduling of the time tables, since than the holidays and the sickness days etc are not counted as working time anymore.

Last but not least, since the 4<sup>th</sup> of December 2010, the Spanish controllers are under the military authority and surveillance as the government declared the National state of Emergency.

This is not a blockbuster scenario but only a very short summary of the situation; this is the real life and these are the circumstances under which our colleagues are operating. And do not be fooled by any press release or newspaper, USCA negotiated the agreements they had with their provider and the signature of both parties was on the agreement...

Secretariat : ATCEUC/CRNA SUD-EST - 1, rue Vinent Auriol - 13617 Aix-en-Provence Cedex 1 (France)  
Tel : (33) 442 33 77 66 - Fax : (33) 442 33 78 95 - Email : [head@atceuc.org](mailto:head@atceuc.org)

[www.atceuc.org](http://www.atceuc.org)

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The intention of this letter is to inform you that in addition to this, some providers have launched some support procedures to AENA by proposing to hire some of their ATCOs as an answer to the staff shortage in Spain. Staff shortage that has never been managed by AENA, in fact it was in their own interest, and far easier than recruiting new ATCOs which they only needed during high traffic periods in summer.

This recruitment, would have been much more expensive than the overtime compensation which they paid to the existing staff. Their only answer was to authorise supplementary hours without any limit or payment.

ATCEUC would like to inform you that, accepting the offer and go and work in Spain, would mean that, we, controllers, are supporting the actions that have been taken by the Spanish government which was unable to manage the situation with the ATCOs but, only uses the military forces as in war time to solve it.

ATCEUC would like, each of you, individually, to weight the effects of "going to work in Spain". How sure can we be that the Spanish situation can or will not be copy and pasted in other countries??? So why not to work in Spain? Because our providers will know that some of us are ready to sell their souls...

Think about it and think that it does not only happen to the others.