

## **Skyguide's air traffic controllers approve new collective labour agreement**

**Geneva, 29 March 2010.** Switzerland's air navigation service provider skyguide and the company's air traffic controllers have reached agreement on a modified collective labour agreement (CLA) which will be valid for the next four years. In doing so, the parties have also confirmed their shared commitment to a strong social partnership in tough economic times.

Following the positive outcome of their voting, the four air traffic controllers' unions Aerocontrol, Skycontrol, Association du Personnel de la Tour de Contrôle (APTC) and Personalverband des Bundes (PVB) signed the new annexes to the CLA for air traffic controller personnel together with skyguide's Management today. The new CLA comes into retroactive effect from 1 January 2010 for a duration of four years.

The key points which the social partners have agreed on are:

- The company's air traffic controllers will waive any salary increase for 2010 as a contribution to skyguide's cost optimisation programme.
- New controllers will join the company at lower salary levels. The controllers have also made concessions in terms of their nightwork and Sunday working allowances.
- In return, the controllers will receive 1% more annual salary (in real terms) or 2 additional days of annual vacation from 2011 onwards. This arrangement will enable skyguide to offer its controllers vacation instead of monetary remuneration in years with substantial traffic declines (and thus lower revenues for the company). The parties have further agreed that any future increase in the cost of living will be automatically compensated for up to a specified maximum amount.
- Skyguide's air traffic controllers will also enjoy an increase in the allowance they receive for the special responsibility they bear, as well as additional "regeneration leave" from age 40 onwards.

The negotiations on the new CLA, which extended over more than a year, were held against a background of tough economic conditions. "We are very pleased with the agreement we have reached," says Urs Ryf, Head of Operations and leader of the skyguide negotiating team. "Thanks to our sound social partnership, our air traffic controllers have been able to count on a fair and jointly-devised solution, even in these less certain times. And skyguide, for its part, will be able to keep its salary trends at stable levels."

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Skyguide is responsible for providing air navigation services within Swiss airspace and in the airspace of certain adjoining regions in neighbouring countries. The company guides the civil and military aircraft entrusted to its care – over 3 100 flights a day or 1.15 million a year – through some of the busiest and most complex airspace in Europe. Skyguide is a non-profit limited company which has its head office in Geneva. The majority of its shares are held by the Swiss Confederation. The company generates annual operating revenue of over CHF 372 million and employs some 1 400 people at 14 locations in Switzerland. Skyguide is also a member, together with its sister organisations in Belgium, France, Germany, Luxembourg and the Netherlands, of the FABEC initiative to create a common functional airspace block that will bring greater efficiency to Central Europe's air traffic management services and activities.

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