

AOT staff unions conclude agreement with skyguide

Geneva, 29 June 2009. The members of the unions for skyguide's administrative, operational and technical (AOT) personnel approved end of June a proposed salary package and extension of their present Collective Labour Agreement (CLA). The approval follows months of negotiations between skyguide and the unions' executive committees.

The members of the two staff unions for skyguide's AOT personnel – the "Gewerkschaft Kommunikation" and the "Verband des Personals öffentlicher Dienste" – voted by a clear majority to approve the proposed salary package and an extension of their present CLA in a referendum held towards the end of June. Skyguide and its social partners have thus agreed:

- to credit each AOT employee with three days off for 2009 and exceptionally grant each employee six additional days off in 2010;
- that in return, AOT personnel will waive their entitlement to a major part of their "performance-based component" in 2009 and 2010 (this relates solely to the uninsured part of their salaries, which is similar to an individual bonus payment);
- that the present CLA should remain in force one more year, securing the insured salary components (the cost-of-living salary adjustment and the experience-based increment) and thus ensuring sustainable salary development.

The concluded agreement with the AOT personnel – representing more than half of the entire staff – allows skyguide to reduce salary costs for the next two years and contributes thus to relieve the financial situation of the company marked by the current economic crisis.

A first referendum held at the beginning of May on an earlier version of the above had failed to secure clear agreement between the partners. Skyguide is pleased that such agreement has now been reached, and views this as the reflection of a viable and forward-looking social partnership.

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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 – almost 3 400 flights a day or 1.24 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.
