



THE TURNING POINT OF ATC IN SPAIN

IGNACIO BACA (USCA, SPAIN)

2010: THE TURNING POINT FOR SPANISH ATC

BEFORE

- One school
- One ANSP
- One collective agreement
- Clear rules

AFTER

- Private schools for ab initio training
- 12 towers under private control
- Conditions depending on employer
- Discretionary rules

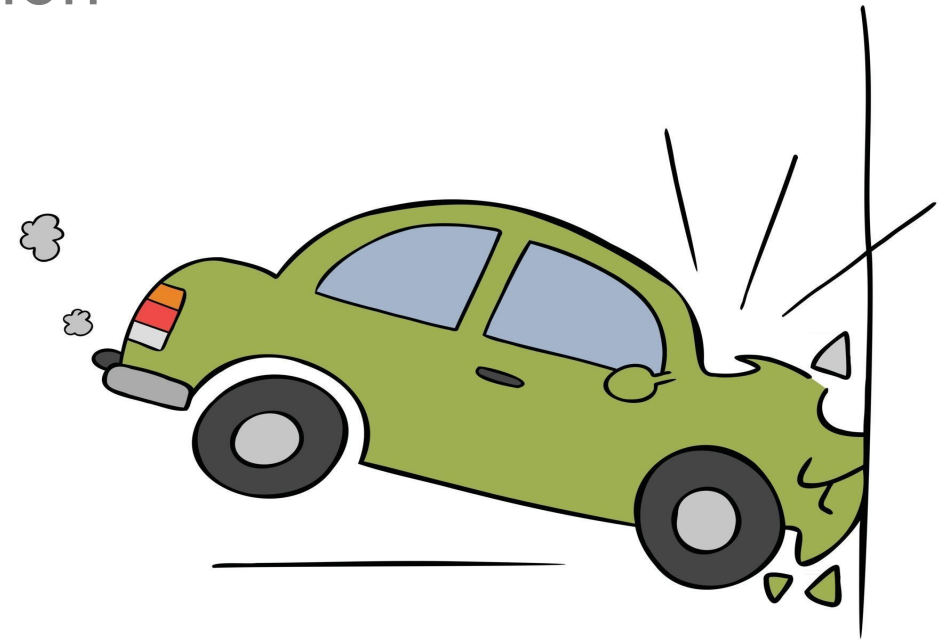
HEADING SLOWLY TO CONFLICT

- From public servants to employees
- A succesful profesional union
- Excellent working conditions
- Permanent understaffing
- Overtime as a rule
- Big income but huge debt



CRASH IMMINENT

- No hiring since 2006 (until 2016!)
- Plan to separate airports and navigation
- European license
- Agreement expired in 2004
- **New agreement failed in 2007**
- Personal enmity



THE ROAD TO WAR

- Negotiation stalled
- Media campaign
- Creative use of data



2010 (PART 1)

- Negotiation broken
- Up to 19 government acts
- Total salary amount cut by 40%
- Increase in working time
- Decrease in resting time
- No early retirement
- “Take management back”



2010 (PART 2)

- New leadership in the union
- The failed agreement
- Working time limit ahead!
- A new legal obligation: 34.4
- Wildcat strike or lockout?
- State of alarm!
- 47 class A incidents, 96 class B



AFTERMATH

- Arbitration
- The CISNEROS study: PTSD in 63% of cases
- 442 controllers facing prosecution
- Mallorca and Madrid: two hotspots
- The 133 controllers in Madrid
- End of a nightmare?



LESSONS LEARNED

- Keep profesional
- Do not relay on overtime
- Staffing!
- Yes, they can do that.
- Communication is critical!

FOR A DETAILED ACCOUNT...



TIME FOR DEBATE

