



One World One Union

Minutes

Civil Air Transport

National Sector Conference 2006

**Civil Air Transport National Sector Conference
In the Consort Suite, Crown Hotel Scarborough**

1. Introductions were made and delegates were welcomed by Gordon White, National Officer

Those present

John Sterne from Thomsonfly Delegate 2
Tony Chudley from British Airways Delegate 3
Lindsay Dalton-Wood from British Airways Delegate 5
Frank De Graaf from British Airways Delegate 6
Adrian Demello from British Airways Delegate 7
John Gurney from British Airways Delegate 9
Ashley Hawkins from Virgin Atlantic Delegate 10
Ken Hayhoe from British Airways Delegate 11
Mick Hayton from British Airways Delegate 12
Kevin Herrity from British Airways Delegate 13
Ian Kemp from British Airways Delegate 14
Pez Mareschi from Virgin Atlantic Delegate 15
Bill Morris Lex from Transfleet Airside Solutions Delegate 18
Chris Tesch from British Airways Delegate 19
John Nolan from Lex Transfleet Airside Solutions Delegate 20
Jeff Smith from British Airways Delegate 22
John Tarrant from BAA Delegate 23
Keith Turvey from British Airways Delegate 24
Chris Walker from Lex Transfleet Airside Solutions Delegate 25
Andy Webb from British Airways Delegate 26
Jim Welsh from British Airways Delegate 27
Steve Barnes from My Travel Airways Delegate 28
Russell Fletcher from Monarch Aircraft Engineering Delegate 30
Brendan Liggett from Liverpool John Lennon Airport Delegate 31
Vincent O'Brien from BA Connect Delegate 32
Colin Jowers from BA Engineering Delegate 33
Alex Lane from British Airways Maintenance Delegate 34
Roy Sharland from British Airways Maintenance Delegate 35
National Officer Gordon White
Research Officer Colin Potter
NEC member Mickey Stewart

2. The Conference was addressed by the guest speaker, Lord Soley, the Campaign Director of "Future Heathrow".

Amicus along with other trade unions as well as airlines and businesses is affiliated to "Future Heathrow". We believe that there has been a failure to invest in the UK in our transport infrastructure and this is having a detrimental effect on the UK as a whole.

Lord Soley talked of the failure to invest in new aviation infrastructure over the last 30 years which had undermined Britain's domestic air network. He also spoke of the decline of Heathrow as a European Hub Airport in relation to other European Hub Airports. Amsterdam now has connections to 21 British cities, Paris to 19, while Heathrow has connections to 9 British cities.

As things are going Britain's Hub Airport having been passed by Paris and Amsterdam is in real danger of now being overtaken by Rome, Milan, Munich and Madrid as well.

He observed that the likely liberalisation of the trans-atlantic market could lead to more flights between Heathrow and America and unless Heathrow had a 3rd runway this would be at the expense of UK domestic services.

He said there is a real danger that vital services between Heathrow, the north of England and Scotland could be further squeezed out unless liberalisation is accompanied by a firm commitment to a short third runway.

In the ensuing debate delegates asked about developing other UK airports.

Lord Soley said that airports like Manchester supported the development of Heathrow as UK regional airports continue to lose out unless they can have sufficient access to Heathrow.

He supported the development of our regional airports but trying to develop our regional airports without expanding Heathrow would not work and would be an absolute gift to our continental competitors.

Lord Soley answered questions and a lively debate took place following Lord Soley's presentation.

The National Officer, Gordon White, thanked Lord Soley for coming to talk to the delegates and made a presentation on behalf of the union of an Amicus clock to Lord Soley in appreciation of his contribution.

Lunch

3. Apologies were received from,
Alan Newton from BAA,
Tom Oxnard from British Airways,
Adam Marley from British Airways,
Bob Fromant from My Travel Airways,
Mark Howard &
David Maurice from BAA

4. Election of Chair

Jeff Smith was elected unopposed

5. A debate ensued with regard to the number of seats allocated to Civil Aviation to 2007 Conference, with delegates stating that they would not continue until a justified reason had been given from either an Assistant General Secretary with responsibility to this question or the General Secretary which properly explained why the number of seats allocated to the sector had reduced.

It was agreed that John Gibbins the Conference organising manager would suffice and was then called upon to attend and in the mean time conference agreed to continue with the National Officer's Report and the motions.

6. National Report - Gordon White, National Officer

The National Officer's provided a detailed report which stated that Civil Air Transport as an industry could now be loosely defined as airports, airlines, airliner maintenance and servicing, passenger handling, care of freight and all support services associated with running an airport or airline.

He went on to state that Aviation is a major UK industry, carrying over 180 million passengers a year and over 2.1 million tonnes of freight. He went on to state that aviation contributes over £14 billion or 1.4% of GDP a year to the UK economy and that one third of UK exports by value are carried by air.

He stated that “air travel remains crucial to our growing economy. 200, 000 jobs depend on it directly, and some 600,000 depend on it indirectly.

UK Air Passenger Duty (ADP) raises almost £1 billion per annum to cover the external costs of aviation.

Aviation pays for its own infrastructure: airport terminals, runways, aircraft and Air Traffic Control unlike other forms of public transport.

Modern aircraft are 50% more fuel efficient than 30 years ago.

UK Aviation makes very efficient use of existing capacity with over 70% occupancy on scheduled airlines and over 90% for charter carriers. By comparison train occupancy is 33% and average car occupancy is 38% (based on 2001 statistics)”.

He reported that “the Government’s White Paper, “The Future of Air Transport”, published on 16th December 2003, set out a strategic framework for the development of airport capacity in the UK over the next 30 years, against the wider context of the air transport sector. This was much welcomed news within the industry and should see much more needed investments and improvements to facilitate future expansion. Many new carriers are utilising this opportunity and expanding their operations, which will hopefully help to maintain and expand employment”.

In his report he stated “The trade union movement within aviation has seen much change over recent years, not least the coming together within the Amicus family of a number of unions who have widespread membership, influence and respect within civil aviation. Amicus now represents the majority of skilled and professional workers in the industry.

The employers in this sector include: Air New Zealand, BAA, B. Med, Britannia Airway, British Airways, BMi, BMi baby, BMi regional, Cathay Pacific, Easy Jet, Excel Airways, First Choice, Flybe, Flyglobespan, GB Airways, Japan Airlines, KLM, Monarch Airlines, My Travel, Qantas, Thomas Cook, Virgin Atlantic, plus many more”.

He pointed out recent changes and key factors that effect the industry which included:-

- Airports around the country continue to expand capacity to meet ever increasing demand. In particular Manchester airport is investing heavily as are BAA airports, with massive investment in T5 at Heathrow, Stansted and Gatwick.
- In aviation your union continues to be successful in making strong recognition agreements to extend the benefit of union organisation to other workers in the industry.
- Criminal records check has been an issue and is continually being monitored by the union. Amicus is proud to have successfully campaigned for the inclusion of an appeals process for those people who feel they have been unreasonably denied clearance.
- Technology changes have and continue to drastically reduce the number of engineers in aircraft maintenance. For example, 20 years ago British Airways employed in the region of 17,000 engineers, out of approximately 50,000 staff. Now BA has 43,000 staff but only 6,000 are employed in aircraft maintenance. This figure is likely to drop as new aircraft come on stream, as they require much less labour to maintain. Thus, despite the expansion of the number of aircraft, there is no consequent increase in the numbers needed to maintain, in fact there is a decline. An additional problem is that countries such as China and other eastern countries are also setting up maintenance facilities.
- Many of the established carriers are struggling to make enough profit to make a return on capital and replace assets. For example, BA have not purchased any new aircraft for 5 years. Generally 5% of the fleet needs to be replaced every year, taking into account the average 20 years service per aircraft. There is also continued pressure within the “ground support” staff, as along with other methods of reducing cost the overall numbers of staff are being cut.
- Aviation emissions will be managed within the EU Emissions Trading Scheme.
- The UK ‘Sustainable Aviation’ strategy commits aircraft manufacture to improve fuel efficiency by 50%, reduce Nitrous Oxide emissions by 80% and external noise of new aircraft by 50% by 2020 relative to their equivalents in 2000.

There were also various issues of concern which included:-

- Recruitment and retention of members is inseparable from the effective organisation of employees at the workplace and can only be successful where our members feel that the union is their union and is accessible and responsive to them. We have found that the democratic involvement of our members within the union and the effective provision of support and services leads to constant renewal and growth of the union.
- Companies have responded to what may be a short-term crisis by cutting back the quality of pension schemes. Several have closed entry to their final salary scheme for new entrants, and increased members' contributions. We need to have greater legal protection for ALL our pension schemes.
- Future skills are a major concern due to companies not recruiting and training apprentices.

The report went on to state that whilst it is important for the continued growth and development of the UK's regional airports, we must acknowledge the fundamental position of Heathrow, the UK and Europe's premier international gateway, as critical to the UK's international competitiveness.

The future of Heathrow Airport as one of the most important international onward destination airports in the world is in jeopardy. Heathrow provides direct employment to 70,000 people, most of whom are in trade unions and enjoy reasonable terms and conditions, plus over 100,000 associated jobs in the locality.

A third runway will add more flights and, according to the Government, deliver a net economic benefit to the UK of £7.8 billion and would, more importantly, restore flights to and from the UK regions. Since 1995 the number of British regional airports served from Heathrow has fallen from 21 to 9 while Amsterdam now serves 21 British airports and Paris serves 17.

7. the following Sector Motions were then considered

7.1. LICENSED ENGINEERS

This Conference recognises that 'A' and 'B' JAR 66 licensed Maintenance Engineers have worked hard and dedicated many hours to achieve their qualifications.

This conference therefore instructs all Officers and lay representatives involved in negotiations to ensure that Employers reward all their Licensed Aircraft Maintenance Engineers either by promotion or by separate license payment and that these rewards are not to the detriment of other grades.

WALES

MOVER:	Delegate 35 Roy Sharland
SECONDER:	Delegate 34 Alex Lane - formally
	Carried – unanimously

7.2. WORKING TIME DIRECTIVE – REST BREAKS

This Conference requires the NEC, General Secretary and National Officer to organise and pursue an industrial and political campaign to ensure that rest break provisions are built into cabin crew duties in all UK airlines, in line with the Working Time Regulations which apply in other industries.

SOUTH EAST

MOVER:	Delegate 26 Andy Webb
SECONDER:	Delegate 15 Pez Mareschi - formally
	Carried – unanimously

7.3. SECURE UK BASED CIVIL AVIATION INDUSTRY

Conference calls upon Amicus to oppose the transfer of civil aviation work away from the UK and to campaign for a secure UK based civil aviation industry.

The quality and skills of the UK's civil aviation workforce are internationally recognised. However the ever increasing out-sourcing of jobs from the UK, whilst threatening job security also diminishes the industry's skills base and undermines our members' terms and conditions of employment. The constant competition of low cost carriers should not be at the expense of a loyal and long standing work force who see their terms and conditions being undercut by those companies

operating cheap air fare policies. Nor should the confidence of the traveller be jeopardised by putting airline profits before the highest standards of aviation safety.

NORTH WEST

MOVER:	Delegate 32 Vincent O'Brien
SECONDER:	Delegate 13 Kevin Herrity - formally
	Carried – Unanimously

7.4. NATIONAL CIVIL AIR TRANSPORT TRAINING ESTABLISHMENT

This Conference calls upon Amicus to pursue the introduction of a Civil Air Training National Establishment. The decrease in new engineers is concerning for amicus members employed in the industry throughout the UK. It must be compulsory for employers to train, and a purpose built facility must be created with the financial support of the industry, employers and the UK Government.

SCOTLAND

MOVER:	Delegate 33 Colin Jowers
SECONDER:	Delegate 6 - formally
	Carried – Unanimously

8. General Policy Motions

8.1. OUTSOURCING OF ENGINEERING SERVICES

This Conference calls on Amicus while continuing its campaign against outsourcing to expand its message beyond financial services and to include all areas of UK Industry which are currently under threat from this practice.

SCOTLAND

MOVER:	Delegate 33 Colin Jowers
SECONDER:	Delegate 30 Russell Fletcher
	Carried – Unanimously

8.2. FLEXIBLE WORKING

This Conference requires that remedy be sought for the situation that exists that under the ‘Right to Request’ legislation that allows parents of young children to request flexible working patterns to facilitate young children’s care; that recognition and allowance be offered to those caring for elderly parents, disabled partners and other needy dependents.

SOUTH EAST

MOVER:	Delegate 4 Mark Coward
SECONDER:	Delegate 2 John Sterne
	Carried – Unanimously

8.3. INFERIOR TERMS

This Conference whilst accepting the financial benefits Companies profit from, deplores the use of subsidiary Company legislation to introduce inferior wages, terms, conditions and benefits from those of the parent Company and asks for Amicus to organise and support a campaign, lobbying the Government to close this loophole in the legislation.

WALES

MOVER:	Delegate 34 Alex Lane
SECONDER:	Delegate 35 Roy Sharland
	Carried – Unanimously

8.4. TUPE

This Conference calls upon Amicus to campaign for the retention of pensions rights to all employees transferred under the T.U.P.E. Regs. 1981. In this current climate of uncertainty surrounding pension schemes, the right for all individuals to maintain their contractual right to their existing pension arrangements is crucial. The ever-increasing use of TUPE legislation as a result of competitive tendering places a growing number of Amicus members at risk with no guarantee of pensionable income continuing.

NORTH WEST

MOVER:	Delegate 30 Russell Fletcher
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SECONDER:	Delegate 12 Formally
	Carried – Unanimously

9. A video was then shown entitled “Balls to Poverty” which explained the work amicus was sponcering.
10. John Gibbins arrived and he went through the calculated amount of members of seats. He explained that the starting number of delegates was determined by a one member per thousand ratio. This was then divided up under the rules to take into account all interested parties. He pointed out that it should be noted that there was an overall decrease in availability of some 21 seats due to merger agreements with other unions and hence the number of seats available had decreased in proportion to all sectors accordingly. As the number of women in the membership had grown, (in fact a doubling of the number of female members) their number of seats allocated had also increased proportionately reducing the overall availability even further.

Of the remainder 75% came from the sectors and the rest are from the branches and regions.

This has resulted in a total drop in the Civil Air Transport sector from 13 seats to 12 seats from the amounts allocated last time based on the numbers for the sector previously.

John concluded by stating that this method was set out in the rules and could only be changed by a ruling of the NEC or by an amendment to the rules at the next rules conference.

This was then accepted as a reasonable explanation and the conference delegates agreed to continue.

11. Elections

Conference was reminded of the provisions of rule 16 which states that “all conferences, committees and councils of the Union shall endeavour to ensure that the gender and ethnic balance of elected representatives reflects that balance within the membership they represent”.

- a. 12 delegates to the 2007 Policy Conference

The following were proposed, seconded and elected unopposed.

Delegate No	Name
2	John Sterne
5	Lindsay Dalton-Wood
9	John Gurney
10	Ashley Hawkins
14	Ian Kemp
15	Pez Mareschi
22	Jeff Smith
23	John Tarrant
26	Andy Webb
30	Russell Fletcher
33	Colin Jowers
34	Alex Lane

- b. one delegate to attend compositing meetings with the Conference Arrangements Committee at the 2007 policy conference

Delegate 14 – Ian Kemp was proposed, seconded and elected unopposed

- c. three substitute delegates to the 2007 policy conference

Delegate No	Name
19	Chris Tesch
20	John Nolan
32	Vincent O'Brien

- d. one delegate to the 2006 TUC (11th -14th September in Brighton)

Delegate 22 – Jeff Smith was proposed, seconded and elected unopposed

- e. Civil Air Transport National Sector Committee (12)
The following were proposed, seconded and elected unopposed.

Delegate No	Name
2	John Sterne
5	Lindsay Dalton-Wood
9	John Gurney
10	Ashley Hawkins
14	Ian Kemp

15	Pez Mareschi
22	Jeff Smith
23	John Tarrant
26	Andy Webb
30	Russell Fletcher
33	Colin Jowers
34	Alex Lane

12. Selection of five General Policy motions to be submitted for the agenda of the 2007 Policy Conference.

As there were only four motions submitted and passed, all motions were submitted to the agenda for 2007.

13. Conference closed by wishing Jim Welsh from British Airways a happy retirement after so many years of assistance to the union.