



## SPECIAL DELEGATES CONFERENCE

21<sup>ST</sup>-22<sup>ND</sup> APRIL 2009

### MOTIONS FOR CONSIDERATION

#### **SDC 1:**

Conference recognises that the current economic situation in the aviation industry and NATS position within makes for exceptionally difficult times. The BEC is instructed to use all means at its disposal, including balloting for industrial action, whenever it believes it necessary to protect the interests of its members should NATS attempt to use the prevailing economic climate as rationale for unilaterally changing any terms or conditions of service.

BEC

**Procedural:** *If carried insert in Section B:* "In order to protect the interests of Members, the BEC shall use all means at its disposal, including balloting for industrial action, should NATS attempt to use the prevailing economic climate as a rationale for unilaterally changing any members terms or conditions of service".

#### **SDC 2:** COMMON DEBATE WITH SDC 3

Conference instructs the BEC to explore with management the most efficient interpretation of our national agreements, relating to ATCO terms and conditions, with the objective of ensuring that present and future ATCOs remain employed by NATS.

BEC

**Procedural:** *If carried insert in Section B:* "The BEC shall explore with management the most efficient interpretation of our national agreements, relating to ATCO terms and conditions, with the objective of ensuring that present and future ATCOs remain employed by NATS."

#### **SDC 3** COMMON DEBATE WITH SDC 2

Conference instructs the BEC to explore with management possible revisions of our national agreements, relating to ATCO terms and conditions, with the objective that present and future ATCOs remain employed by NATS.

BEC

**Procedural:** *If carried insert in Section B:* "The BEC shall explore with management possible revisions of our national agreements, relating to ATCO terms and conditions, with the objective that present and future ATCOs remain employed by NATS".

#### **SDC4** COMMON DEBATE WITH SDC 5

Conference agrees that NATS drives the market rate for ATCO terms and conditions in the UK. Conference instructs the BEC to strongly resist any detrimental changes to ATCO terms and conditions under the premise that NATS

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does not have a 'competitive offering' in the aviation market, including a situation where this policy could lead to the loss of contracts within NATS.

BEC

**Procedural: If carried amend Policy B1 (v) to read:** "The BEC shall strongly resist any detrimental changes to ATCO terms and conditions. Any attempts to reduce those terms and conditions will result in action that can include industrial action".

*If carried SDC 5 falls*

### **SDC 5** COMMON DEBATE WITH SDC 4

Conference instructs the BEC to negotiate with NATS to establish a new structure of T&Cs along with new joint agreements to allow NSL to be competitive in new markets and able to win new business.

BEC

**Procedural: If Carried insert into Section B:** "The BEC shall negotiate with NATS and agree a new structure of T&Cs along with new joint agreements to allow NSL to be competitive in new markets and able to win new business.

*Falls if SDC 4 is carried*

### **SDC 6** COMMON DEBATE WITH SDC 7

Conference instructs the BEC to use any means necessary to resist any attempt by NATS to create a 3<sup>rd</sup> company or subsidiary, which by its creation means that members will sit outside our current negotiated agreements and T&Cs.

BEC

**Procedural: If carried insert in Section B:** "The BEC shall use any means necessary to resist any attempt by NATS to engage ATCOs with different terms, conditions and agreements by employing them through a 3<sup>rd</sup> or subsidiary company.

*If carried SDC 7 falls*

### **SDC 7** COMMONDEBATE WITH SDC 6

Conference recognises NATS's desire to grow their business through entering the "small towers" market, however conference also agrees that this could be a completely style of operation to any other part of the NATS business. The BEC is instructed to explore the possibility of different terms and conditions, including pay and working practices, for "small towers" using the rationale that these operations are not comparable to current contracts as a basis for negotiation.

BEC

**Procedural: If carried insert in Section B:** "The BEC is instructed to explore the possibility of different terms and conditions, including pay and working practices, for "small towers" using the rationale that these operations are not comparable to current contracts as a basis for negotiation".

*Falls if SDC 6 is carried*

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### **SDC 8** COMMON DEBATE WITH SDC9

Conference instructs the BEC to consider members within NATS as a single workforce and to resist any attempts to differentiate between the terms and conditions of those within NSL and NERL.

BEC

**Procedural: If carried replace Policy B12 with:** "The BEC shall consider members within NATS as a single workforce and to resist any attempts to differentiate between the terms and conditions of those within NSL and NERL. The BEC shall invoke a ballot for industrial action if NATS unilaterally makes any such changes".

*If carried SDC 9 falls*

### **SDC 9** COMMON DEBATE WITH SDC 8

Conference recognises the differing commercial pressures between NSL and NERL. Conference instructs the BEC to consider differing National Agreements, including pay and working practices, for NSL and NERL if this is in the best interest of the members.

BEC

**Procedural: If carried insert in Section B:** "The BEC shall consider differing National Agreements, including pay and working practices, for NSL and NERL if this is in the best interest of the members".

*If carried delete Policy B12*

*Falls if SDC 8 is carried*

### **SDC 10** COMMON DEBATE WITH SDC 11

Conference instructs the BEC to work with NATS to make any changes necessary within current agreements to ensure the future viability of NSL. Any agreed changes must apply across the whole of NATS and will not allow differential T&Cs for new entrants whatever the consequences for NSL.

BEC

**Procedural: If carried insert in Section B:** "The BEC shall work with NATS to make any changes necessary within current agreements to ensure the future viability of NSL. Any agreed changes must apply across the whole of NATS and will not allow differential T&Cs for new entrants whatever the consequences for NSL".

*If carried SDC 11 falls*

### **SDC 11** COMMON DEBATE WITH SDC 10

Conference instructs the BEC to work with NATS to make any changes necessary within current agreements to ensure the future viability of NSL. The BEC may also consider differential terms for new entrants where they are convinced this is necessary to preserve NSL viability.

BEC

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**Procedural: *If carried insert in Section B:*** “The BEC shall work with NATS to make any changes necessary within current agreements to ensure the future viability of NSL. The BEC may also consider differential terms for new entrants where they are convinced this is necessary to preserve NSL viability”.

*Falls if SDC 10 is carried*

### SDC 12

Conference instructs the BEC to negotiate with NATS with regard to any new business such that new working practices and T&Cs may be agreed providing these do not undermine those of existing employees.

BEC

**Procedural: *If carried insert in Section A:*** “In relation only to new business opportunities for NATS, the BEC may negotiate new working practices and T&Cs, provided that any new agreements do not undermine those currently applicable to existing employees”.

### SDC 13

Conference recognises that the recent closing of the NATS section of CAAPS to new entrants means that we have differing pension arrangements within NATS. The BEC is instructed to use any means necessary, including industrial action if required, to prevent any further differing pension arrangements. This will include opposition to attempts to introduce a ‘third’ pension scheme within current or future business, unless it is absolutely essential in order to protect members’ interests.

BEC

**Procedural: *If carried insert in Section D:*** “The BEC shall use any means necessary, including industrial action if required, to prevent any further differing pension arrangements. This will include opposition to attempts to introduce a ‘third’ pension scheme within current or future business, unless it is absolutely essential in order to protect members’ interests”.

### SDC 14

Conference instructs the BEC to ensure that terms and conditions for members within the current NSL portfolio are not negotiated or unilaterally changed on a unit by unit or contract by contract basis.

BEC

**Procedural: *If carried insert in Section B:*** “The BEC shall ensure that terms and conditions for members within the current NSL portfolio are not negotiated or unilaterally changed on a unit by unit or contract by contract basis”.

### SDC 15

Conference recognises that substantial savings could potentially be made across NATS with an agreement between Prospect and PCS with regards to demarcation. The BEC is instructed, in line with the current tripartite agreement between the NTUS trade groups, to explore this issue and negotiate any changes deemed beneficial to the ATCO branch.

BEC

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**Procedural: *If carried insert in Section A:*** "The BEC is instructed to explore, in line with the current tripartite agreement between the NTUS trade groups, the issue of demarcation. The BEC shall negotiate any changes deemed beneficial to the ATCOs' Branch".