

# INTERNATIONAL TRANSPORT WORKERS' FEDERATION

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Ground Staff Sub-Committee

7 September 2022, Montréal

REPORT

GSCom/Sep22/Report



INTERNATIONAL  
TRANSPORT  
WORKERS'  
FEDERATION

# REPORT

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**Present:** See list of participants attached (**Annex 1**)

**Chair:** Enrique Carmona, CCOO, Spain

**Apologies:** Silvia Gonzales, FGTE-CFDT, France

## **Agenda item 1: Adoption of Agenda**

01. The agenda was adopted, as presented.

## **Agenda Item 2: Approval of Previous Meeting Report**

02. The report of the previous meeting was **approved**, as presented

## **Agenda Item 3: Elections**

03. The following were elected unopposed to the two vacant Ground Staff Vice Chair positions:

- a. Vice Chair: Keith Aiken, IAMAW, Canada
- b. Vice Chair: Silvia Gonzales, FGTE-CFDT, France

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## **Agenda Item 4: Regulation – Panel discussion: Challenges in ground handling and the role of the ICAO Ground Handling Manual**

**04. Badham** presented the work of the ICAO Ground Handling Task Force.

05. He outlined:

- a. Airlines want to be able to put on more flights, but the capacity does not exist as the supporting service providers are all struggling for staff at present. It is difficult to attract young people to the industry and there are many issues at airports, expressed by stakeholders throughout the industry.
- b. The 2019 Ground Handling Manual, ICAO Document 10121 is the first output of the Ground Handling Task Force since it was formed in 2015. It contains best practice operating procedures drawn from industry. Safety management is good for business: it costs but it creates good outcomes. The more diverse procedures there are the more likely it is that there will be safety incidents. It is essential for airlines and ground handling providers to cooperate closely.
- c. States have been given until 2024 to assess and report the impact of Ground Handling operations on safety. It is expected that all truthful reports will report issues.
- d. More oversight of ground handling is on the way. The next output of the Task Force will be a chapter on Ground Handling in the PANS Aerodrome ADR, to be issued 2026-28.
- e. IATA operate a ground damage database which records that USD 4 billion are lost annually because of damage to aircraft, airport infrastructure, and the effects of delays and injuries.
- f. Some more specific guidance on safety issues and human factors, including minimum standards e.g. numbers of personnel to handle a particular aircraft type, was left out for brevity, and because it can be politically sensitive for ICAO to get involved to that degree.
- g. On several issues, minimum standards that States can go above could be issued at some stage, but that would be some way into the future if at all. For example, as regulated rest times already exist for ATS and flight crew, they could also be introduced for ground staff.
- h. There is a need to try and harmonise certification for ground handling providers rather than allowing States each to introduce a separate regime.

**06. Raman** presented further information on the Ground Handling Task Force and Manual:

- a. Ground Handling has not been regulated as much as other areas of aviation. The Ground Handling Task Force was set up as a result of a gap analysis to identify missing areas of regulation.
- b. The Manual is guidance material, which means it is at the bottom of the ICAO pyramid of regulatory material. Above it sits the Chicago Convention, SARPS, and PANS, all of which must be implemented to support the Convention.

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- c. Ground handling is a tripartite issue between the air traffic operator, aerodrome operator and ground handling service provider. There is a need to look at it from a larger perspective and consider where procedures can be harmonised.
  - d. ITF as an observer organisation will be invited to comment on the proposed SARPs when they have been put together. Where there is a need to update the Ground Handling Manual ITF will also have input via the Ground Handling Task Force.
  - e. ICAO deals with States and for efficiency it is they who deal with the detail of national level enforcement of agreements with industry. With guidance material such as the Manual, States are obliged to explain what they are doing to cover the same issues, if they choose not to use the ICAO document as their standard. There is a need to ensure that there is not an undue regulatory burden imposed e.g. by a certification process.

**07. Borrás** reported on the ITF's participation in the Ground Handling Task Force. He noted:

- a. The ICAO Ground Handling Manual is an important step forward. States previously used an IATA document which has a very different, much more utilitarian vision of what standards should be provided.
- b. The introduction of the Manual places workers at the centre of operations. The human factors theme continues throughout and is vital.
- c. There is a need for comrades to read and analyse the document and take its message to fellow workers, employers, and regulators/governments. It is an important opportunity to improve working conditions.
- d. ACTION: Affiliates who want to participate in the ITF's work at the Ground Handling Task Force should approach the ITF Secretariat.**

08. Delegates expressed concerns on:

- a. The cost and lack of accessibility of ICAO manuals and other documentation
- b. The lack of enforcement of the guidelines at national and airport level
- c. The need for specific minimum standards e.g., on staff numbers for each aircraft type, rest times, maximum work time limitations, rostering, turnaround times, ceasing operations in adverse weather conditions
- d. The high level of technicality in ICAO documentation and discussions

09. It was advised that copies of the ICAO Ground Handling Manual and other materials can be found on the website of the Swiss aviation authority:

<https://www.bazl.admin.ch/bazl/en/home/themen/legislation/anhaenge-icao/manuals-zu-icao-annex-14.html>

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## **Agenda Item 5: Sustainable Aviation – A voice for aviation workers**

10. The **Sustainable Transport Lead** presented:

- a. Compared to the sector overall, decarbonising airport operations presents a different picture, with more readily available options for decarbonisation similar to those in other land-based industries.
- b. Airport-level emissions represent a small amount of aviation emissions overall but are easiest to reduce in the short term.
- c. ITF has developed a model in public transport that is for workers to be involved in creating a just transition, which is now being developed for use in aviation.
- d. Just transition is strongly linked to health and safety and technological issues raised with the future of work.
- e. He cited the example of Copenhagen airport, where the union found that members were getting cancer as an industrial disease owing to exposure to ultrafine particles. Electrification of ground fleets was negotiated by the union as a result, as were reductions in exposure to fuels during the refuelling process by reductions in fuel releases.
- f. Semi-automated engineless towing has been introduced at some airports.
- g. Taxiing practices and power units on the ground can also change to ensure aircraft and ground vehicles are not running their engines when not necessary.
- h. There is a tendency for employers to put rules-based systems in place that blame workers if anything goes wrong and detailed instructions are not followed, and there is a need to ensure workers have a strong role in managing the processes.
- i. Many airports have the option of installing solar power over their large surface areas, as well as improving insulation and ventilation.

## **Agenda Items 6 and 7: Health and safety**

11. The Chair outlined a proposal for a working group on Occupational Health and Safety for ground staff globally, which the Secretariat will invite members to join by email.

## **Agenda Item 8: Any other business**

12. There was no other business.

# PARTICIPANTS

Name	Organisation	Country
Tonin Gjinaj	Trade Unions Federation of Transport and Telecommunication Workers of Albania	Albania
Luljeta Prendi	Trade Unions Federation of Transport and Telecommunication Workers of Albania	Albania
Chahira Mostefai	Fédération Nationale des Travailleurs des Transports - Union Générale des Travailleurs Algériens	Algeria
Julian Moscatelli	Unión del Personal Superior y Profesional de Empresas Aerocomerciales	Argentina
Michael McNess	Transport Workers' Union of Australia	Australia
Lucy Alessio	Unifor	Canada
Leslie Dias	Unifor	Canada
Tammy Moore	Unifor	Canada
Charlotte Pape	Unifor	Canada
Francois Cabrera	Fédération Générale des Transports et de l'Environnement - CFDT	France
Damien Gaudin	Fédération Générale des Transports et de l'Environnement - CFDT	France
Robert Hengster	Vereinte Dienstleistungsgewerkschaft	Germany
Wayne King	Unite The Union	Great Britain
John McKirdy	Unite The Union	Great Britain
Keren Klepper	Transport Workers Union-Histadrut	Israel
Daniela Modonesi	Federazione Italiana Lavoratori dei Trasporti FILT-CGIL	Italy
Luigi Mansi	Federazione Italiana Trasporti - CISL	Italy
Gerben de Jong	FNV	Netherlands
David van de Geer	FNV	Netherlands

# PARTICIPANTS

Name	Organisation	Country
Walter van der Vlies	FNV	Netherlands
Enrique Carmona	Federación de Servicios a la Ciudadanía de CCOO	Spain
Chaker Nassar	Seko service och kommunikationsfacket	Sweden
Mariam Al Hurshani	Fédération Nationale des Transports	Tunisia
Robert Fisher	International Brotherhood of Teamsters	USA
Christopher Moore	International Brotherhood of Teamsters	USA
David Chu	Service Employees' International Union	USA
Casey Murphy	Service Employees' International Union	USA

Observers	Organisation	Country
Andrew Badham	Civil Aviation Authority	United Kingdom
RC Raman	International Civil Aviation Organization	N/A

ITF Secretariat	
Jeremy Anderson	Sustainable Transport Lead
Rhea Chatterjee	Assistant Secretary, Civil Aviation & Tourism Services
Jodi Evans	Women Transport Workers and Gender Equality Officer
Luke Menzies	Communications Director
Vicente Rosselló	Translation Project Specialist
Helen Spriggs	Global Administrator
Erin van der Maas	Airport Organising Programme Lead
Sarah Vivier	Campaigns Communicator

[WWW.ITFGLOBAL.ORG](http://WWW.ITFGLOBAL.ORG)

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