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- ▶ **The European commission art club Exhibition**
"Indian Summer"

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Let's join once again the mobilization against climate change

The question of climate concerns us all, and all the more so we, employees of the European civil service, who have access to expertise, scientific knowledge and ability to resist climate lobbies. Following the March 15, 2019, more than 12,000 colleagues signed the petition launched by EUstaff4Climat that U4U has supported since the beginning. These same colleagues published their analyzes in the number 36 of the review *Graspe* amply demonstrating the reasons for which we must mobilize.

If the European Union has been developing environmental and climate regulation for decades, today the European society expects much more from it. This climate issue concerns us all the more because this year when the European budget is being debated, it is still possible for the European Union to respond to the legitimate concerns and demands of civil society and youth. We are agents of the European Public Service, we are citizens, we are, for some, parents and grandparents. We are therefore challenged in many ways.

Let's walk together for the climate, and with all those who today join them.

The question of the fight against climate change must be tackled on a European scale, because it is at this scale that we will be able to respond to it as effectively and as jointly as possible. If everyone can do something individually or collectively, from our position we are well placed to change climate policy.

Let's walk for Europe to tackle the issue of the climate challenge and its consequences. Let's mobilize! U4U will be in the procession which is organized in Brussels on 20 September and calls on all colleagues and trade unions to do the same: **the meeting place for the European Civil Service, 12:30, in Place Charles ROGIER, in front of the N 16.**

DG HR sets its priorities for the President-elect: geographical balance within the European civil service is one of its priorities!

The Commission starts from an observation it has already made in the context of its communication on geographical balance (see below). Today, ten nationalities EUR15 (F, D, NL, LUX, AT, FIN, S, DK, PT, IE) are in deficit which is still likely to increase with massive move to pension in the coming years. This situation is linked to the low interest in European careers of highly qualified nationals of these nationalities, benefiting from a dynamic labor market and high levels of income. This low interest is reflected in their low participation in EPSO competitions.

Article 27 of the Staff Regulations requires recruitment on the widest possible geographical basis; it is healthy for the institutions to reflect the diversity of the Twenty-Seven, to anchor themselves in the Member States. In 2014, the legislator introduced a legal basis for organizing competitions by nationality, in the event of a marked and persistent geographical imbalance in the staff of the institutions.

DG HR therefore proposes to use this measure for nationalities in imbalance (less than 80% of the reference rate), but also to allow competitions at higher ranks for categories of staff difficult to recruit. In the latter case, this amounts to acknowledging the negative effects of the last two status reforms.

Even if we understand the problems posed by these imbalances, it is not certain that this type of competition guarantees the European character of recruitment and the equal quality of the recruited staff. Until now, competitions by nationality have been reserved for newly acceding countries.

The Commission is also working on a Communication to make the careers within the institutions more attractive. These careers are in fact relatively unknown. The overall image of the European civil service and the institutions, if it were to improve, could also increase the attractiveness of the profession of European civil servant in all the Member States of the Union.

MAR: the proposal of U4U

In 2019, U4U gave a number of conferences to the EC, the EP and the EEAS, in some regulatory agencies, to explain the ongoing revision of the GIPs that govern JSIS medical reimbursements. And on several topics, U4U explained its proposals for regulatory change.

As part of this review, U4U proposed, among other things, to review the rules on reimbursement of treatments for the medically assisted reproduction (MAR). Indeed, the decision to reimburse the treatment of in vitro fertilization (IVF) or artificial insemination (AI) only in the case of a pathology identified in the couple does not originate either in the statute or in the JSIS' common rules. It is a decision of the medical advisor, based on the argument that the plan only reimburses health expenses, therefore originating in an illness. It should be noted that JSIS does not only reimburse expenses related to illness, but also prevention programs, childbirth, vaccinations - regardless of the existence of a health problem - and even funeral expenses, etc. This argument therefore seems rather fragile. For U4U, the argument of the medical service no longer fits with the evolutions of our society.

"Sterility" among homosexual couples or single women is not linked to a disease: it results from an impossibility to procreate.

The requirement to prove a pathology is also an intrusive procedure: no woman resort to IVF or artificial insemination out of gaiety of heart.

The question of reimbursement terms can also be discussed, but the principle of giving up the need to demonstrate a pathology would be a big step forward. Especially since the granting of prior authorization and the processing of the required documents are time-consuming for the services concerned, not to mention for the affiliate.

U4U is therefore of the opinion that the reimbursement of MAR treatment should be authorized to all those who request it, under the conditions fixed elsewhere (eg age limit, number of attempts, ceilings, etc.).

The European Union is at the forefront of diversity inclusion policies. Many Member States have followed suit if they have not anticipated it. It is therefore paradoxical that our system does not integrate the Union's progress on individual freedoms and equal rights.

Moreover, many of our institutions seem already ready to support an evolution of the GIPs in the sense of refunding the MAR to the affiliates who would make the request, irrespective of whether their "infertility" results from an impossibility or a pathology, regardless of any investigation into the legitimacy of such a request other than the desire for a child. It would therefore be a real breakthrough for our affiliates, and if it evolves as desired, a welcome simplification of the procedure that U4U supports.

Commission: Annual medical visit: what will change soon

Article 59.6 of the Staff Regulations: "Officials shall undergo a medical check-up every year either by the institution's medical officer or by a medical practitioner chosen by them."

For years, the Commission has no longer been reminding staff of the obligation to carry out this visit. Only 6% of colleagues use the mandatory annual visit to the Commission's Medical Service [SM]. And 24% who wish to do it make use of their doctor, providing protocols and forms ad hoc. Without a doubt, among the 70% who do not undergo the annual visit in a manner known by the institution, a number still proceed to an annual check-up, without declaring it to the employer, and are reimbursed by the Sickness Fund.

A large part of the staff does not know that he is obliged to this annual visit, obligatory. And for staff who know their obligations, waiting longer and longer to get an appointment with the medical service are discouraging.

The Commission no longer remembers the obligation to submit to this visit because it no longer has the necessary means to carry it out.

It should be noted that for the three sites in Brussels, Ispra and Luxembourg, the Commission employs 13 doctors (full-

time equivalent). It is little for nearly 33,000 agents. The doctors dedicate themselves to medical examinations of new recruits, the follow-up of invalidity cases, the absences for sickness, the return to work, the annual visits, etc.

Given the number of hirings linked to the limitation of the duration of the contracts which leads to perpetually recruiting, and consequently to the number of hiring examinations that this generates, the medical service can no longer cope with the volume of the annual medical visits, in particular. Not to mention that it is also the responsibility of the administration to do prevention of so-called occupational diseases and psychosocial risks at work, and for that, the resources - human and financial, for that matter - are lacking.

Since the Staff Regulations provide for the possibility of going through one's doctor to carry out the annual visit, DG HR decided that the medical examination would soon be carried out only by the own colleagues' doctors, in order to free the medical service from this task and to affect the doctors to other tasks, having the same degree of importance.

Colleagues may consult the doctor of their choice to carry out the annual visit. They will have to download the forms and ask for the reimbursement of the costs incurred (for the visit and the exams foreseen in the protocol of the annual visit) in the system JSIS online, but under the rubric "medical examination" to be reimbursed at 100%, by the employer. Indeed, the annual visit is an obligation for the employer: it is up to him to finance it.

DG HR still has to deal with some technical details, in particular that of carrying out laboratory examinations. They are currently performed at the SM, regardless of the formula chosen (medical service or own doctor). If tomorrow everyone can freely choose where to carry out his medical check-up, it will not be practical at all for colleagues to split their visits between the office / infrastructure of the doctor of their choice, the lab of the SM and the various other laboratories for more complex complementary examinations. This will add a difficulty for colleagues, for whom life as a member of JSIS is not easy in the absence of a recognized social insurance card and with the membership of a social security system not well known in Europe, not to mention elsewhere.

While waiting for these announced changes, U4U recommends that colleagues carry out the mandatory annual visit. It's a matter of prevention: the sooner a disease is detected, the better it is treated, the greater the chances of recovery. And U4U also invites staff to carry out their medical check at the expense of the employer, and not at the expense of JSIS. The Commission must know the actual cost of its obligation to enforce Art.59.6, if only to forecast its cost in the relevant budget line.

DG HR should start a campaign soon to remind colleagues of the obligation to submit to an annual visit and inform them of the new practical arrangements for the annual medical check-up, simplified for the staff, hopefully.

However, many colleagues are reluctant to submit to the mandatory annual visit: they fear that sensitive data such as medical information will be used against them in the course of their careers.

DG HR also has to face the challenge of trust. It must give clear information about the procedures in place, ensure the tightness of services between them and recreate the benevolent environment necessary to restore confidence. And most importantly, it must provide staff with what the Staff Regulations require: it must fight with Member States to get the financial means to properly ensure the duty of employer foresight.

We do not compromise with health. A staff in poor health is what costs the more for organizations, and states.

Staff policy for temporary staff: meeting the needs of the institution without calling into question the permanent nature of the public service and the interests of temporary or contractual staff !

The Commission's administration proposes to the staff representatives a review of the GIP Temporary Agents (TA) with a twofold concern: to better define their usage while meeting the needs of the services, which also meets our concern.

On this last point, all the DGs, consulted, have just given their full agreement. In contrast, the discussions with staff representatives stalled somewhat at first because of their reluctance to conclude this issue with the current Commission.

U4U considers that this new GIP must be included in the overall policy for contract and temporary staff, including clear and predictable internal competition rules:

- ▶ reduce the number of contract staff by providing to the most deserving more rewarding TA career opportunities that recognize their work and their skills
- ▶ respond quickly to the need of the services when the reserve lists do not allow it, for lack of laureates, or when specialized skills are lacking
- ▶ use temporary staff on contractual terms that are more in line with the tasks to be performed
- ▶ avoid situations of professional under-classification
- ▶ be compatible with the strengthening of a permanent civil service

In the short or medium term, a new policy of non-permanent staff (TA, CA) combining the interest of the service and of the staff needs to be defined, as is the case with EUIPO in Alicante:

- ▶ contract employees are hired only from function group 3
- ▶ function groups 2 are replaced by AST / SC
- ▶ all non-permanent staff (CA or TA) benefit from contracts of up to 10 years during which they may pass several general or internal competitions, or even for some to be extended,
- ▶ those who are neither prolonged nor winners of competitions, leave the institution but with the right to a minimum pension
- ▶ in this way, it avoids the turnover that hinders the services, preserving the interest of the staff in the perspective of a permanent civil service composed mainly of civil servants

Political consultation at the level of the competent commissioner is foreseen in the short term, allowing the implementation of this DGE before the new Commission takes office.

DG AGRI : Vegetable gardens in the buildings of the European civil service?

Five years ago, at the Commission, colleagues from DG AGRI, supported by the HR unit, launched their vegetable garden. The initiative, which one would have thought would not last, continues on its way. It deserves to be evaluated closely. And disseminated.

Associated with its creation from the beginning, U4U supported this vegetable garden, convinced that it met a series of needs.

In terms of prevention of psychosocial risks and therapies to combat stress, many studies today document the benefits of gardening or market gardening to focus the mind on a creative and meaningful activity. Nothing is more rewarding than seeing growing what is sown. Cultivating flowers, vegetables or herbs is a great tool against depression, sadness, isolation or overwork. Sharing the harvest with colleagues is a source of pleasure. Working in a friendly environment (that is, one that you can like) is fundamental to all of us.

Because the vegetable garden is also a way to create social bonds between colleagues from different units who exchange good practices and experiments. It offers those who cultivate a space of sociability, especially for expatriates that we are. Around the vegetable garden are decided other activities, such as visiting farms in organic or permaculture around Brussels, common lunches to exchange seeds, sowing and good practices. The garden is not interested in anyone's status: everyone is welcome and in fact, around the tanks, we are all equal before the vagaries of the climate and the hazards of the shoot.



For those who animate the garden and coordinate its activities, the responsibility assumed is meaningful because it is useful to colleagues, and more broadly, to the institution, in that it offers an additional tool of cohesion while giving motivation to some, and the feeling of belonging to one community to others. Self-managed, it is a democratic space that shows that left free to organize, colleagues know very well do it.

The advantage of this activity is that it does not take a considerable time: once in the ground, the plant grows all by itself, with a few waterings that are shared between the presents, each being attached to the tank of the other, in its absence.

Gardening with others in the city center is also part of this broader citizen movement that seeks to exploit every free corner of the city to plant a seed of sociability and nature, another way of living together and to share.

Our HR colleagues, at whatever institution, office or agency they belong to, could draw inspiration from the benefits of this initiative: vegetable gardens, where the sites lend themselves to them, can be created anywhere in Europe and in the world, in institutions and agencies.

But to do so, you have to create the conditions for support, first by offering spaces in the different buildings where it is possible, and there are some. Then by promoting the activity and fighting against the reluctance of some. Those who engage in this activity never do it at the expense of their tasks and goals. It must not be frowned upon to be seen in the garden. And you have to convince those who are reluctant to get involved that they have nothing to fear from the system: they will not be misunderstood to be sowing at work. We must create a culture of trust where any initiative that tends to build the link between us is considered essential and not anecdotal, even suspicious.

To all our institutions that:

- ▶ develop action plans to combat psychosocial risks,
- ▶ develop activities within the framework of the wellbeing,
- ▶ design kits to promote the integration of newcomers,
- ▶ think about how to create empathic environments,
- ▶ question how to combat the negative aspects of expatriation,
- ▶ are working to better articulate all our differences by looking for what we have in common,

and to all those who do not think about it, U4U can not recommend too much to try the experience of a vegetable garden in their walls. Talk to your staff, look for volunteers, try.

See you in 5 years to evaluate the benefits!

Canteens of the Commission in Brussels: Good Food Labeling and Fair Prices - We'll get there!

Since 2012, U4U has been campaigning for sustainable canteens and has spoken widely in various forums and publications. Finally, things are changing to meet the expectations of more and more colleagues.

A future call for tenders to award the concession for canteens of the Commission is in preparation. For U4U, it is necessary to promote the Good Food label, a concept developed by Bruxelles-environnement that combines seasonality, local production, respectful farming practices, respect for animal welfare, healthy food and fight against waste, bio as much as possible, especially.

Everyone agrees today that we need to rethink our diet. But in terms of canteen, the question of the quality of what we eat is related to the question of the cost of what we eat. Quality has a price.

The price of quality ingredients pays producers who guarantee this quality by agricultural practices that are more respectful of the environment and more social.

In the canteens, the products are then transformed into a meal, it is a job that must also be paid. The question of the working conditions of the concessionaires' staff, who have led several strikes in recent years, has led many colleagues to mobilize, aware that no one can work without proper pay and decent working conditions.

The more the preparations are studied to obey healthy eating criteria, the more time is devoted to it: there, as elsewhere, time is money. So, we can not eat better for rates we would like to stay low.

The supply of competitively priced food has been detrimental to the environment and our health. Respect for our agriculture requires a fair reward for work and practices respectful of the planet. And more and more colleagues want to reverse the trend and reconnect with a quality diet, sustainable for the environment, healthy for our health.

But when we talk about price increases, objections are raised. Our salaries are indexed to the cost of living which we know increases and justifies this indexation. Therefore, we must accept that the price of what we eat in our canteens also increases. Our employer already pays a portion of the cost of our meals by providing space, covering some of the operating costs (water, electricity, some of the crockery, etc.).

The real question is: what is the cost of switching to a good food diet? Is this cost sustainable for all? Is the increase a difficulty for the lowest wages? The answer depends on the policy that must be put in place. Imagination is needed to enable everyone to benefit from improved nutrition, and it is up to our employer to think about solutions.

Stopping “feeding” and relearning “eating” is a fundamental dimension of our lives. In this paradigm also comes the quality of the canteen environment, which U4U has already mentioned (see below). At the Committee of the Regions, the Council or the European Parliament, Good Food has been a staple for years, to the great satisfaction of the greatest number.

It is high time for the Commission in Brussels to emulate them.

External relations of the European Union: assessment and new ambitions

Avec le départ des anciens et l'arrivée de nouveaux acteurs à la tête des Institutions de l'Union européenne, l'heure est inévitablement au bilan et à la prospective, sans parler des interrogations sur les conséquences du BREXIT (ou pas !). Il en est ainsi concernant tous les domaines, mais il semble que la politique extérieure et en particulier de Sécurité et de Défense Commune (PSDC) soit plus particulièrement l'objet de fantasmes. Un certain nombre d'avancées tant symboliques que significatives ont été enregistrées depuis le Traité de Lisbonne, mais il semble bien que dans le cas d'espèce, que nous soyons -aussi- au milieu du gué. Difficile d'avoir une opinion définitive, tant la volonté de voir un verre à moitié plein ou au contraire à moitié vide corrompt toute velléité d'avoir une approche objective sur les dynamiques et axes de force de cette PSDC, mais plus largement de la politique extérieure. Il n'en reste pas moins que ne serait-ce qu'à travers à la fois l'exercice d'introspection mené par les Institutions elles-mêmes, notamment avec le passage en revue de la Stra-

tégie globale en juin 2019 par le Conseil, basé lui-même sur une sorte de confirmation de la stratégie globale publiée au même moment par la Haute Représentante et la parution récente d'articles sur le sujet, nous incitent à faire un point de situation. La PSDC est bien à l'image de l'intégration européenne, à la fois inachevée et hybride et encore principalement tributaire de considérations « transactionnelles » (donnant-donnant), à savoir essentiellement dénuée de pathos et encore susceptible de dé-tricotage au gré des tempêtes politiques nationales (reBREXIT!). Il s'agit pourtant de la « dernière frontière », la remise en cause du multilatéralisme et l'instauration d'un rapport de force durable notamment entre les Etats unis et la Chine, mais aussi la Russie (en attendant l'émergence d'autres acteurs géopolitiques tels que l'Inde), condamnent à court terme le projet européen à la perte définitive de pertinence. Pourtant, le défi pour Josep Borrell, nouvellement désigné comme Haut Représentant, est bien de construire une « souveraineté stratégique » et certainement, au moins dans un premier temps, à Traités constants.

Parliament: DG PERS announces a reopening of the Staff Regulations

According to the report of the Staff Committee, which was held in plenary on 15 July, the Director of DG PERS told staff representatives that, under pressure from the Member States, a change may happen sooner than expected, and perhaps even already in 2020. In question, the inevitable and necessary change of DNA of the institutions, especially concerning the percentage of permanent civil servants who should represent an ever-smaller percentage of the agents in activity in the European institutions.

Kristian Knudsen seems to admit, without a fight, that the public service must reform and prepare the minds for a questioning of the Staff Regulations. It's serious. We all know that a reform of the Staff Regulations has never resulted in a positive evolution for the staff, on the contrary.

Did Kristian Knudsen have a mandate from David Sassoli, the new President of the EP, or the Secretary-General, Klaus Welle, to make such an announcement?

Freshly elected President of the European Parliament, is this the signal that David Sassoli wants to send to the staff of his institution? Is there not an urgent need to clarify “what Europe we want”, and also the budget that Parliament is prepared to fight for, in order to have the necessary funds to respond to “citizens [who] have shown that they always believed in this extraordinary path, the only one able to provide answers to the global challenges that await us [quotations from the President's speech] “.

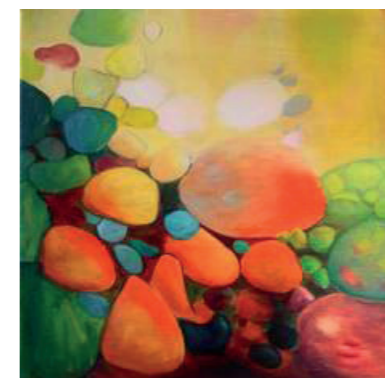
In the wake of this declaration for a strong, resource-rich Europe, the President should also clarify his vision of the European civil service. For the first signal to be sent to the citizens is perhaps not that of the sacrifice of his administration.

Should we respond to the demagogy of some by brutality towards the staff or better by pedagogy and European policies “that require new ideas and courage” as stated by David Sassoli? In the latter case, would he not need a European public service, competent, robust and committed? And the reform announced, which we know will worsen the working conditions, will not it rather be his coup de grace?

The assessment of the negative impact of previous reforms has not been made. And the staff expects ambitious propos-

als to enable the European civil service to face the challenges of a Europe “to be boosted”. For U4U, these proposals must be nourished by the social dialogue that alone can guarantee that tomorrow's decisions will be the result of a shared assessment, that solutions be jointly developed, and therefore accepted by all, in the interest of our common missions and of the European project.

THE EUROPEAN COMMISSION ART CLUB EXHIBITION:



“INDIAN SUMMER”

16.09 – 31.10.2019, Cafeteria VM-2, Rue Van Maerlant 2, 1040 Bruxelles

The members of the European Commission Art Club are happy to invite you to discover their works exhibited at the cafeteria of Van Maerlant-2 from 16 September to 31 October 2019.

After a colourful and relaxing holiday period conducive to painters' inspiration, let us enjoy a warm and sunny Indian Summer!

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