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The Court of Auditors' report on the budgetary impact of the Staff Regulations reform¹, adopted in 2014 : the savings made are substantial and contribute to the decline in attractiveness of careers in the European Civil Service.
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U4U defends a permanent, independent and competent public service. U4U, an interinstitutional trade union present at the EEAS since its creation, presents List No. 4 for the elections of the EEAS Staff Committee.
- ▶ **For the first time, U4U is present for the 2019 elections of the PETTEN Staff Committee.**
We want to maintain and develop the attractiveness of the PETTEN site. This requires a renewed social policy. We have proposals to improve careers, regardless of the status of colleagues.
- ▶ **In the elections of the next Local Staff Committee of Luxembourg, U4U will be present in the list "Ensemble Luxembourg".**
We want to tackle all the problems encountered by the staff, without opening the Staff Regulations, which would have negative consequences for all the staff. We will be making heard the voice of the staff in Luxembourg but also in Brussels and in all the European institutions.
- ▶ **Evolution of special leave, on the occasion of the arrival of a child: an interesting progress**
The Commission is now proposing to adopt a new decision on special leave and maternity leave in case of adoption, so that at least one of the parents can take full care of the child. U4U considers that this decision goes in the right direction and contributes to the adaptation of the rules to modern society.
- ▶ **The European commission art club Exhibition "Colourful impressions"**
Le Cercle d'Art de la Commission Européenne vous invite à découvrir les œuvres d'une de ses membres, Hrista Ilieva, exposées du 16 septembre au 13 novembre 2019 à la Bibliothèque de la Commission, 18 rue Van Maerlant, 4e étage.

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Let's fight for a European budget that reflects the Union's political priorities Let's take action to guarantee the European Civil Service's capacity to act

Discussions resumed in the Council to define the Union's budget for 2020/2027. This discussion is important for upholding the Union's political priorities and maintaining our Civil Service's capacity to act.

There are several proposals on the table, all of which are insufficient for the challenges we face:

- ▶ The Commission plans a budget amounting to 1.11% of the European GDP, slightly down from the previous budget, but which has the merit of maintaining the current size of the civil service and its capacity to act (funded under heading 7 of the Union budget).
- ▶ The European Parliament, as usual, proposes a little more at 1.3%, but no one currently knows what its final position will be.
- ▶ The current Finnish Presidency of the Council has proposed a range of 1.03% and 1.08% of the gross national income as a "compromise", which is in any case lower than the proposals of the European Parliament and the Commission.

Some Member States - the countries that benefit the most from the single market and the free movement of goods, workforce and assets - demand the maintenance of rebates (like the British in the past) under the pretext of the Brexit-induced costs on their economy, whereas the

Commission's proposal rightly excluded these rebates. Contrary to popular belief, the richest donor states benefit from the effects of the Union's budget more than the amount of their contribution. These facts are little known. It would be in the interest of the Commission to disseminate them.

If one of these downward scenarios provides the basis of a compromise between the Member States, it will have negative consequences on the Union's capacity to act under difficult circumstances, whilst its action is the only solution to cope with the challenges of European societies and their growing difficulties concerning inequality.

Regarding the operating expenditures of the European Civil Service (salaries, offices, pensions, healthcare costs, European Schools, nurseries/day care, missions, etc.), the Member states wrongly believe that their financing should be based on only a percentage of the operational budget. In this context, a decrease in the general budget would result in an equivalent decrease in heading 7.

This approach ignores the fact that certain operating expenditures are irreducible (for example, the amount of pensions to be paid, or even European Schools for which the cost depends on demographic factors that have effects over time, etc.). It is the same for the Commission's work as guardian of the Treas-

ties or to enforce all of the regulations that the Member States adopt. It also overlooks other expenditures resulting from the Commission's new activities, such as defence, which require maintenance, or even the growth of Human Resources. Finally, it forgets that over the course of each previous planning period, additional missions were assigned, notably for the Commission - refugee, financial or political crises, for example - which also demanded additional resources. We can reasonably estimate that there will be others like this in the future.

If such an approach prevails, the Civil Service will not be able to effectively implement the Union's political priorities, and the additional tasks resulting from this will be severely jeopardised. For now, we are talking about savings of between 2 and 4 billion, to be made under heading 7, which is equivalent to just under 10% of the staff.

U4U supports the Commission in being offensive and defending a position that will allow it to tackle challenges and preserve the quality Human Resources it will need in the future. We must give ourselves the means to take charge of the interests of European society in terms of economic and social coherence, environmental protection, the fight against climate change, security, etc. The European added value is not a luxury but an urgent necessity. U4U therefore expects the Commission to defend heading 7 and also to increase flexibility margins in order to better tackle new tasks that they will, without any doubt, encounter in the future.

U4U asks staff to remain vigilant and active and calls on trade unions to join us in asking for a social dialogue on these questions.

The future of the Union is at stake, as are our working conditions!

Attractiveness of the European Civil Service : Court of Auditors' Report

The Court of Auditors' report on the budgetary impact of the Staff Regulations reform¹, adopted in 2014 : the savings made are substantial and contribute to the decline in attractiveness of careers in the European Civil Service.

This document constitutes a valuable analysis of the 2014 European Civil Service Staff Regulations reform, because it independently assesses the consequences of these changes on our administration and the risks incurred to the European Commission's ability to cope. The analysis does not consider the short-term and long-term savings made ten years earlier at the time of the 2004 Staff Regulations reform. We will return to this subject in the next article.

The report focuses on two different categories of consequences of the 2014 administrative reform: budgetary consequences and structural consequences.

The budgetary consequences of the Staff Regulations revision of 22 October 2013 ("2014 reform") In terms of the budget, the Court of Auditors evaluates that the 2014 Staff

Regulations revision will generate EUR 4.2 billion of savings during the 2014-2020 financial programming period.

In 2011, the Commission proposed to anticipate the end of the current method for adjusting remuneration and pensions and to adopt a proposal for a revision of Staff Regulations to introduce a new mechanism. Its approach was to anticipate the Member States' desire for savings and to take the lead, in order to avoid the implementation of reforms. In 2011, our organisation cautioned the College about the extremely negative consequences of opening the Staff Regulations, in relation to the budgetary discussions.

After a first draft circulated in summer 2011, the Commissions adopted a proposal for a revision of Staff Regulations on 13 December 2011². Contrary to initial promises, it already included provisions to increase the pension age and reduce possibilities for an early pension³, eliminating the roles of secretary civil servants and replacing them with group II contract agents⁴, blocking AST careers by returning to the continuous career system adopted in 2004. The financial statement, annexed to the 2011 Commission proposal⁵, anticipates EUR 1.3 billion in savings.

Following the failure of the European Council dedicated to the budget in November 2012, the framework of the 2014-2020 European Multiannual Financial Perspectives was finally adopted, at the 7-8 February 2013 European Council. The final compromise fixed savings on administrative expenditure for EU institutions at EUR 2.5 billion, which includes the consequences of the Commission's proposal for a revision of Staff Regulations, to which EUR 1.5 billion of additional savings were added.

In addition to the measures proposed by the Commission in its proposal in December 2011, it was planned to make additional savings with the following provisions: a wage freeze for EU staff for a period of two years and the reintroduction of a wage contribution of 6%, which is an increase on that which applied previously.

The regulation revising the Staff Regulations was finally adopted on 22 October 2013 (Regulation of the European Parliament and of the Council n°1023/2013). It includes the following measures:

- ▶ Two-year freeze in salaries and pensions
- ▶ 5% reduction of posts
- ▶ Increase in working hours from 37.5 to 40 hours per week (to compensate for the 5% reduction of posts)
- ▶ Raising the retirement age (66 years)
- ▶ Decrease in the annual accrual rate of pension rights (1.8% per year) resulting from the legal pension age
- ▶ End of the early retirement system;
- ▶ Creation of a lower paid AST/SC (assistant-secretary) function group for secretaries and assistants;
- ▶ Limitation of access to AST (assistant) and AD⁷ (administrator) end of career grades
- ▶ Changes to entitlement to annual leave and the living conditions' allowance in the EU delegations
- ▶ Reduction of the annual travel allowance
- ▶ Changes to the terms of recovery under the flexible schedule for AD/AST
- ▶ grades 9 and above

These measures have led to a total of EUR 4.2 billion of savings in the period 2014- 2020 according to the Court of Auditors. It should be added that the almost complete standstill of salaries and pensions in 2011 and 2012 (0.8% over two years instead of 3.4% based on provisions in the Staff Regulations and Eurostat calculations) generated EUR 1.2 billion in additional savings. We can also consider that the loss of buying power, combined with the wage freeze between 2011 and 2014, cost all staff 12%⁸ of buying power.

In total, the EU budget has therefore achieved EUR 5.4 billion in savings in the field of administration (heading 5 of the MFF⁹) if the EUR 1.2 billion from the 2011 and 2012 wage freeze and the savings generated from the review of Staff Regulations are included.

The savings calculated by the Commission on pensions payment (annual service), resulting in a review of the parameters of the scheme (legal pension age and annual accrual rate) in 2014, must also be added to these figures. Altogether, this adds up to EUR 19.2 billion between 2020 and 2064!¹⁰

Moreover, it should be noted that these losses for staff will never be recovered and that new long-term savings will be generated in this way.

All in all, the Commission's stated strategy has not really worked, and the Member States have therefore been able to continue their strategy of weakening the European administration, and thus also European institutions.

It is now a question of analysing the non-budgetary consequences of this revision of the Staff Regulations which has weakened our administration.

Non-budgetary consequences for the European civil service

First of all, the Court of Auditors is worried about the increasing average age of civil servants and agents employed in the Commission's services. Staff are being recruited later and later in life and the pension age is continually being pushed back (from 60 years before 2004 to 66 years in 2014), which raises questions on the legitimate expectations of civil servants and agents in this area. It should be noted that the average age of serving officials is forty-eight, and that this number is increasing by six months each year.

This situation is made worse by the fact that a 5% staff reduction has led to a sharp drop in the number of civil servants recruited from 2013-present, which has not enabled the necessary replenishment.

The Court of Auditors also underlines a consequence of this second administrative reform desired by the Member States: the ever-increasing contractualisation of the European Commission's administration. In actual fact, the reduction in the number of civil servants has been (partially) offset by an increase in the number of contract staff – in order to reduce the impact of the reduction in the workforce required by the Member States in 2013. As a result, job insecurity and discrimination have continued to increase. Fixed-term contracts have particularly affected the Brussels services of the Commission. Today, services are

populated by just under 8000 contract staff. This breaking up of the system is, of course, detrimental to the continuity of services and the memory of our organisation. But it creates frustrations between colleagues who work in similar areas with a variety of statuses (agents, contract staff, temporary agents, pre-2004 officials, post-2004 officials) in the context of a linear use of human resources. This situation brings us to the third comment in the report of the Court of Auditors regarding the geographical imbalance.

The Member States' desire to sharply reduce the salaries and pensions of EU civil servants and the lack of strategy of the different Commissions has, since Santer's presidency, effectively led to a geographical imbalance which is noted in a European Commission report, and will be addressed in an analysis in the next issue of *The Link*.

The disruption of the parallelism of the European civil service buying power compared to national civil services, with a four-year wage freeze, has been aggravated by the blockage of AD and AST careers, opened in 2004, and by the increase in weekly working hours. Ten EU15 nationalities have thus made a loss (D, FR, NL, AT, IE, S, DK, FI, AT, L) in relation to the rate defined by the Commission, whilst citizens of the majority of EU13 countries have benefitted. In this way, the Member States that are the most hostile towards the European administration have been hoisted on their own petard. Is it sustainable in the medium and long term that the Commission's services are composed of only a limited number of Member States?

The Court of Auditors' document also notes a loss of attractiveness of European careers. Thus, the abovementioned geographical imbalances also exist for candidates and laureates of external competitions. This aspect leads to a wider debate on the attractiveness of European careers compared to international organisations, diplomats from the Member States and private-sector expatriates. The Commission's draft report on this subject¹¹ implicitly recognises the situation. However, it proposes language-specific competitions as a solution. Can we really pretend that languagespecific competitions will resolve the issue of attractiveness, after two reforms have dragged the entire system down?

Finally, the Court considers that the perception of this Commission as an organisation that cares about the well-being of its staff is becoming weaker and weaker. We already knew from staff surveys that, over the course of time, show an increasingly discontented workforce and a lack of response from the institution to staff difficulties, especially regarding the education of their children.

By way of conclusion

Today, we can evaluate the negative effects of the two reforms on the Community administration. We will shortly come back to the first, which was adopted in 2004.

The second was adopted for the sake of budgetary savings, under pressure from the Member States, on the proposal of a College that was unable to respond to the questioning of some of the concessions obtained by staff during negotiations on the previous reform.

Today, an independent community organisation, the Court of Auditors, is preparing a rather negative report on the 2014 administrative reform, not to mention the effects of 2004. In 2011, U4U called on the Commission not to propose a reform and, in any case, not to rush in order to propose its own budgetary cuts. Unfortunately, we were not listened to.

In the context of the MFF, U4U is inviting the Commission and Commissioner Hahn to consider the experience of 2014. Any proposal for a review of Staff Regulations will result, as we already know, in a reduction of the current package for all categories of staff.

We already know that the Member States have no intention of redressing the imbalance of rights between categories, and that they are solely motivated by the objective of achieving budgetary savings!

The other trap that the new College must not fall into is linking the MFF to the review of Staff Regulations, as in 2013! This would be a dangerous chain of events.

1. https://www.eca.europa.eu/Lists/ECADocuments/SR19_15/SR_Staff_reform_FR.pdf - 2. COM (2011) 890. - 3. They will be eliminated in 2013. - 4. The Commission waived this, under pressure from trade unions, in 2013. - 5. COM (2011) 890, p. 58. - 7. The reduction of AD careers was not put forward by the Commission in its proposal - 8. This is an average estimate. The most optimistic evaluates the loss at 10%, and the most pessimistic puts it at 15%. - 9. Section 7 of the Commission's proposal for a new MFF. - 10. Report of the Commission to the Council on the pension scheme for civil servants and other agents of the European Union, COM (2012) 37 final, Brussels, 7.2.2012, p. 4. - 11. This was not formally adopted by the College.

U4U defends in the world an efficient Europe, showing solidarity

An effective and united Europe can only be heard fully not only if it speaks with one voice, but if it also knows how to utilize all its instruments for its purpose: This is "the global approach for a strategic autonomy". Yet, beyond the self-evident and the slogans, facts show that the European Union, "the giant with the feet of clay", the greatest economic power, persistently fails to combine all its strengths in order to preserve the place that it deserves on the international arena, to defend the interests of its citizens: to promote its values including as human rights, to preserve its social model and its jobs, to fight against global warming and to advocate for equitable and sustainable development, etc. The challenge is all the greater in an aggressive, hostile world that renounces multilateralism and mediation to resolve the conflicts that are tearing it apart (including within Europe itself!). It's not about limiting ourselves to the concept of «soft power», it's about consistency, because the tools already exist and the strong attraction of the European Union remains intact - paradoxically it is also about management.

Whatever the motivation of our new leaders, centrifugal forces and their consequences will be at work over time, issues ranging from BREXIT to the breakthrough of populism and nationalism. As a result, the Union cannot afford to appear divided on the world stage and even less to disperse its resources at the risk of disappearing altogether. For this, its internal organization must

be unified and understandable, both for its own citizens and for those outside the EU: At the institutional and operational level, fragmentation and division are not rational approaches, internal and external policies must be addressed coherently. The creation of the European External Action Service has led to damaging ruptures. The new Commission seems to want to restore coherence by introducing a greater hierarchy of portfolios, but it remains to be seen whether this will be result in on a practical level when confronted by the bureaucratic logic which is inherent to our institutional architecture.

For what is true at the theoretical level is also true from an organizational and human point of view. This is what U4U defends through its citizen-oriented and unitary approach! Thus, while staff diversity is both inevitable and desirable, it should not be a factor of division. The list presented by U4U with the support of USHU and FFPE fight for all to work in harmony for the same objective by rejecting all forms of discrimination - especially gender and status - by offering decent career paths for all, by fighting against precariousness and respecting the balance between professional life and private life.

Together, we are a force promoting transparent proposals and encouraging constructive social dialogue.

<https://eurotradeunion.eu/EEAS19elect.htm>



U4U presents a list for the elections of the EEAS Staff Committee.

U4U defends a permanent, independent and competent public civil service. U4U, an inter-institutional trade union that has been present at the EEAS since its creation, presents list n°4 for the 2019 EEAS Staff Committee elections.

This list supports an independent European civil service and further development of the European project – its external dimension must be strong and coherent - in a united and intergenerational manner. We are fighting to minimize precarious situations and disparity, rejecting all forms of discrimination – notably those gender and status - based on a supportive and constructive social dialogue. We are taking action to improve our working conditions, advocating for participative and inclusive management. We are against the reopening of the staff regulations because, just like in 2004 and 2014, it will undoubtedly result in weakening the civil service.

We support an open debate between European citizens via our public platforms, we promote reflection and discussion with our Graspe review and we organise a range of conferences about the civil service and the consolidation of Europe. We are committed to fighting against climate change, in particular by supporting our colleagues at EUstaff4Climate, who propose sound and specific measures based on their professional experience.

Our complete list, supported by USHU (Unity & Solidarity Out-

side the EU) and FFPE (European Civil Service Federation) is composed of 15 couples who represent the diversity of EEAS staff, both in geographical terms – headquarters and delegations across all continents – and category wise : 9 candidates come from headquarters and 21 from the delegations in 20 different countries; 14 women, 16 men, 9 local staff members, 5 contract agents, 2 temporary agents , 1 of whom is an AD (administrator), 5 AST (assistant) civil servants, and 9 AD civil servants representing jobs across the entire spectrum of our Service.

Voting for U4U means defending a permanent, independent, skillful and unified civil service that supports the European construction and the defence of its model and its global interests.

U4U programme for PETTEN Staff Committee elections

U4U (Union for Unity) is a trade union that is already established at several European Union sites, agencies and institutions.

U4U fights for staff unity, regardless of their category or generation. We oppose the reopening of the statute that will result in new budget cuts, as the 2004 and 2014 reforms have sufficiently demonstrated, but at the same time, we are making proposals in the context of the current statute to improve the daily lives of staff. U4U is working for the establishment of active and participatory management of staff careers. We are fighting for a sufficient number of European schools, and the improved availability of education. We are also making concrete proposals to improve staff representation and therefore better defend the European civil service.

We are establishing a strong link between the pursuit of the building of Europe construction and trade union action. We are part of a European and citizen-based approach: we support the European debate (European Citizen Platform, Europe solidarity) and we invite reflection on this subject (Graspe).

More specifically, our U4U candidates for the PETTEN Staff Committee elections are committed to defending the following approach:

- 1. Maintaining and developing the attractiveness of the PETTEN site:** we plan to ask the JRC administration to enter into contracts with local lessors, so as to make it easier for new colleagues to find accommodation.
- 2. Defending and reinforcing the current European School** to allow PETTEN site staff to have their children educated in their native language. We will also defend sufficient budgetary resources to enable high-quality education for our children.
- 3. Promoting PETTEN's social policy:** we wish to propose to the administration the development of a hub equipped with a library, computers, games and a café in order to create a feeling of togetherness for the staff at the Centre. It is equally important to us to ensure value for money in the canteen,

with nutritious meals to maintain staff health. We also hope to develop the gym.

4. Promoting a policy for contract agents: we support a policy for contract agents. It must have several components: internal competitions every two years, opportunities for higher reclassification (promotion), changes of function group as the Commission has done in Luxembourg, and finally, temporary staff contracts, giving access to internal competition with a larger number of candidates.

5. Prioritising the mobility of PETTEN staff and their careers: there have been difficulties regarding PETTEN staff mobility, both within the JRC and towards other DGs. We hope to put measures in place to enable PETTEN staff to benefit from opportunities for flexibility where necessary.

6. Ensuring promotions for staff assigned to the PETTEN site: we propose the establishment of a Help Desk for promotions so as to allow a fairer distribution of promotion opportunities at the PETTEN site.

7. Supporting colleagues at the time of their evaluation: we will set up a U4U Help Desk to assist colleagues with their evaluation exercise, or even with individual appeals.

8. Fighting the lack of Senior Assistant and Senior Expert positions. Similarly, it is important to negotiate more certification opportunities.

In the elections of the next Local Staff Committee of Luxembourg, U4U will be present in the list “Ensemble Luxembourg”.

Luxembourg colleagues are invited to elect their new staff committee. This vote is important because:

- ▶ the new local staff committee in Luxembourg will decide on priorities for colleagues
- ▶ the new committee will send a delegation to the Central Committee to the entire Commission, who will have the heavy responsibility of dealing with the Council's upcoming attacks on the budget and staff regulations

U4U is acting in the interest of the future of the European project, our *raison d'être*. U4U is taking concrete action to be useful to the institution and all of its staff. U4U prioritises the unity of staff members in order to best protect them.

Today, along with other unions - USF Luxembourg, the ECSF and SE/RD - U4U is the only union offered to staff whose proposals do not presume the reopening of the staff regulations.

This union force propose a reform of the voting system for staff elections, so that our colleagues' votes are respected and so that a minority taking a majority of seats, as is currently the case, is avoided. The “Together Luxembourg” list aims to make the voices of Luxembourg staff heard, not only in Luxembourg but also in Brussels and all European institutions.

“Together Luxembourg” **hopes to tackle any problems encountered by staff**, without contributing to an opening of the staff regulations that would have adverse effects for all staff. This is why “Together Luxembourg” is calling for the introduction of a housing allowance, and not a new correction coefficient. **The reopening of the staff regulations would inevitably lead to setbacks for all staff in all areas, without any guarantee that a new correction coefficient would be granted.** This is the danger that certain unions in Luxembourg do not consider: in order to maintain power, they are playing with fire.

The organisations participating in the “Together Luxembourg” list are present in all institutions and workplaces. By acting together, they send a clear and determined political message to the enemies of the civil service, whether they are based within or outside of our institutions.

The organisations on the “Together Luxembourg” list - U4U, USF Luxembourg, ECSF, SE/RD - are acting together in Luxembourg to prevent any attack against the European project and our civil service.

Evolution of special leave, on the occasion of the arrival of a child: an interesting progress

Originally, the Staff Regulations recognized rights for families: widow / widower's pension, orphan's pension, family allowance, etc. It also covers the family of the affiliate who benefits, for example, from the health insurance scheme (under certain conditions for the active spouse).

On the occasion of the various reforms, the Union legislator changed the rights of agents, particularly with the recognition of partnerships, under certain conditions, including for people of the same sex. It has also recognized new rights and / or principles, such as non-discrimination (art 1 quinquies of the Staff Regulations) or guarantee of access to social measures (Article 1 sexies SR).

These changes in our SR show that the EU legislator and the Commission are attentive to the societal changes that are taking place in the Member States and that they can take them into account, even if it is sometimes late.

The Commission is now proposing to adopt a new decision on special leave and maternity leave in case of adoption, so that at least one of the parents can take full care of the child.

Today, the Staff Regulations already provide for the possibility of granting special ad hoc leave to take into account certain specific situations. Thus, the appointing authority granted special leave, in case of adoption, to guarantee the best interests of the child and to ensure an inclusive interpretation of the statutory provisions.

The draft decision provides that when a child arrives at home, special leave equivalent to the special leave for adoption shall be granted to the staff member when neither he nor his spouse meets the conditions to benefit from a maternity leave.

U4U considers that this decision goes in the right direction and contributes to the adaptation of the rules to modern society. We can only encourage the Commission to continue on this path!

THE EUROPEAN COMMISSION ART CLUB EXHIBITION:



The Cross, Hrista Ilieva, acryl on paper, 60x40cm - 2017

“COLOURFUL IMPRESSIONS”

Le Cercle d'Art de la Commission Européenne vous invite à découvrir les œuvres d'une de ses membres, Hrista Ilieva, exposées du 16 septembre au 13 novembre 2019 à la Bibliothèque de la Commission, 18 rue Van Maerlant, 4e étage.

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