



## U4U list no. 2

# How U4U is acting in support of staff

### Election of the Brussels Staff Committee, 9 June 2015

U4U presents a quality list<sup>1</sup>. The diversity of our candidates, with equal numbers of men and women, reflects the occupations, status, age groups and nationalities of the Commission's workforce. This diverse team acts in unity with a common goal.

U4U, within the framework of a united and dynamic Europe, makes recommendations to the major public institutions using the Community-based method, a safeguard of the general interest.

This is why, naturally, we want to represent all staff in a united and coordinated manner, opposing any divisive factors.

We want a Civil Service made strong by the retrieval of our over-bureaucratised occupations. We support an active career policy, participative management, a working organisation that gives free rein to the creative energy of the staff: in short, an innovative Commission at the service of European citizens.

## How have we translated these principles into actions?

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U4U is present at all the workplaces of the institutions and in all the services of the Commission. Thanks to its members and the ongoing dialogue with staff, U4U has a clear and consistent body of proposals<sup>2</sup> that enable it to influence the social dialogue effectively.

### ☐ **Acting for a united and citizen-based Europe**

- ☐ for a European budget that allows the revival of investment, solidarity and development in the service of the citizens

<sup>1</sup> <http://u4unity.eu/clpbbru15c.htm>

<sup>2</sup> Details can be found in our newsletter: <http://u4unity.eu/newsletter.htm>

- > in support of the role of the European Commission and the Community-based method
- > for a strong institution, and opposing the weakening caused by an EEAS that is distanced from the Commission or by Agencies that divide the staff and complicate Community action
- > for a strong, independent and competent Civil Service

#### □ **Supporting our occupations and careers**

As well as protecting our pay and pensions, we act

- > to promote the worth of the Civil Service occupations
- > for an internal organisation based on trust responsibility and flexibility
- > for a career monitoring and talent screening policy, for services that operate based on dialogue and staff participation
- > for fair and transparent access to end-of-career grades

These points, or at least the underlying principles, have been taken up by the European Commission, but we must keep up the pressure to ensure that they are translated into practice.

#### □ **Reducing job insecurity and opposing discriminatory Staff Regulations**

U4U created the *Collectif des contractuels* (Contract Agents' Collective) to achieve the implementation of a more consistent staff policy. This joint collective brings together contract agents and officials of all grades and union affiliations. The Collective has obtained:

- > contracts for 2 times 3 years
- > internal appointment competitions
- > reclassification competitions, external specialist competitions
- > an internal and inter-institutional mobility policy, to sustain jobs and expertise

Once again, the Commission has been slow to translate these principles into practice. That is why the Collective has initiated a campaign to make 2015 the year of real change in the practices of the Commission.

#### □ **Opposing disparities**

U4U has supported measures intended to reduce the disparities for officials between age groups and generations:

- > better consideration of professional experience at the time of hiring
- > internal reclassification competitions, on an annual basis, with an adequate number of positions. On this point, it is a pity that U4U has had to fight both the Commission and other unions in order to obtain this basic employment fairness.
- > specialised external competitions.

#### □ **Ensuring better management of working hours**

U4U supported a management of working hours based on responsibility, trust and rights to time off in lieu. We have approached the Directorates-General to ensure these principles are put into practice. Thanks to the staff consultations we initiated, we have a good understanding of the difficulties of implementation, which enables us to put matters right during the next review of the system (core time, specifically, easier access to teleworking and part-time working)

## □ **Obtaining a fairer and more humane appraisal process**

In the past, processes were contingent on the evaluation of promotion opportunities, which inevitably resulted in mediocre appraisals when there was no promotion in the pipeline. The system created enormous frustrations, giving rise to numerous appeals, ruined the atmosphere within the Units and was cumbersome to manage. The staff rejected this system. U4U supported a better quality system.

Promotion remains based on long-term merit. Collective guarantees<sup>3</sup> allow average career advancement.

There must be a public audit of the current process to find improvements. This should be done without a return to the negative effects of the previous systems.

## □ **Practising localised union representation**

U4U encourages staff participation in the social dialogue through:

- > a network of contact persons<sup>4</sup>. U4U is the only union to have a network of contact persons within the DGs.
- > routine and regular meetings at the workplace
- > conferences on specific subjects to inform and listen to staff
- > staff consultations to hear the opinions of everyone, including non-members
- > comprehensive and factual files that we publish on our website

## □ **Encouraging united unions**

Whenever possible, we act in concert with other unions (see the NEAR you or Vote The Change lists in several locations). We are now in a situation where, on certain subjects, other union organisations become involved in our analyses and act in collaboration with us.

## □ **Offering a more effective staff representation**

U4U wants to improve the social dialogue within our institution:

- > election of staff delegates by DGs, closer to the staff
- > limiting the number of files managed by each staff representative
- > local staff committees – for example, in Seville
- > a more structured and participative social dialogue that produces practical results that are actually implemented

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<sup>3</sup> [http://u4unity.eu/document2/Vade\\_promotions.pdf](http://u4unity.eu/document2/Vade_promotions.pdf)

<sup>4</sup> <http://u4unity.eu/contact.htm#stru>

## U4U list no. 2: your list!

	<i>Full member</i>		<i>Alternate</i>	
1	Georges Vlandas	AD	Mihaela Meresi	AA
2	Kim Slama	AST	Fabrice Andreone	AD
3	Philippe Keraudren	AD	Sophie Laine	AA
4	Brigitte Tout	AST	Agim Islamaj	AST
5	Alexandru-Sorin Costescu	AD	Yvette Izabel	AD
6	Sylvie Vlandas	AD	Jutta Koenig-Georgiades	AD
7	Olivier Brunet	AD	Jelena Meznaric-Broadbent	AA
8	Karine Auriol	AD	Fuat Vardar	AST
9	Victor Juan-Linares	AST	Salvatore Gruttadaurea	AST
10	Luc-Jean Stephany	AD	Dace Bartusevica	AST
11	Justyna Celej	AD	Peter Niklas	AD
12	Ivan Cusi Leal	AD	Chantal Goossens	AA
13	Tremeur Denigot	AA	Maria Troch	AD
14	Patrice Grosjean	AST	Maria Lengenfelder	AD
15	Maria Perez Salgado	AA	Evangelos Spanoudis	AA
16	Anna Posluszna	AD	Vlassios Sfyroeras	AD
17	Tanya Dimitrova	AA	Yves Dumont	AD
18	Cvetelina Georgieva	AD	Gordon Buhagiar	AD
19	Emmanuel Petel	AD	Maria Vasilopoulou	AA
20	Giulia Amaducci	AD	Alain Liberos	AD
21	Stephane André	AD	Katalin Mayering	AST
22	Rui Cavaleiro Azevedo	AD	Dionysia Lagiou	AD
23	Catherine Vieilledent-Monfort	AD	Harald Stieber	AD
24	Marinella Di Stasi	AA	Antonio Panduccio	AST
25	Maria Tiganitaki	AA	Armando Astudillo Gonzales	AD
26	Marie Lagarrigue	AD	Renato Girelli	AD
27	Tomas Garcia Azcarate	AD	Encarnacion Garcia Jimenez	AST

