



Activity Report

Ordinary General Meeting of November 2020

26/10/2020

U4U, an original project...

Our trade union promotes the concept of a citizen and European trade union, a pro-active, community-based trade union (i.e. developing proposals autonomously and in a unitary and inter-category spirit, without necessarily waiting for the point of view of the administration to act), paying attention to defending European integration, Europe's institutions and the professions of European officials.

U4U thus strongly influenced the social dialogue agenda by introducing new themes and obtaining positive results or stimulating promising discussions for staff.

Topics on which U4U has taken decisive action include appraisal/promotion, the situation of contract agents, underperformance, JSIS, career monitoring, well-being, reform of staff representation and social dialogue, restructuring at DG's scale, etc.

We have also developed an inter unions dialogue and a fruitful social dialogue with the institution. Finally, U4U led an intellectual debate on the future of the Union through interventions covering a very broad scope of subjects and involving high quality speakers.

... implemented in a difficult context...

This political project has largely influenced staff representation at thematic level (55 +, precariousness, combating disparities, participatory management, introduction of a career and mobility policy, new CDR, impetus for a European debate, need to reform social dialogue and

staff representation, etc.). Our project has also influenced some trade unions practices such as proximity meetings or actions involving staff.

However, it has not yet been able to change the past practices of staff representation on a lasting basis. The social dialogue currently conducted on the structure of the statutory bodies (CCP, CLP) has not yet produced any results to that regard. In addition to the 'natural' weighers of the usual practices opposing changes, this finding, which does not save us completely, also refers to:

- Conservatism predominates in trade union practices: in addition, some of the representatives do not have any training or trade union experience, nor political union training or convictions; they base their practice at best on a questionable 'common sense';
- the lack of attractiveness of trade union activity: colleagues find it very difficult to join the staff representation, which is perceived as hampering or destroying their careers; the attitude of the Commission hierarchy plays an important role in this perception;
- the Commission's failure to make sufficient use of our trade union proposal and negotiation, on the grounds that we do not represent the majority;
- the limited resources made available to staff representation by the institutions: service exemptions, means to carry out missions, to use experts, to receive the training necessary for the performance of his/her tasks;
- the conditions of recruitment of staff: European beliefs, diversification of recruitment profiles are no longer necessarily important criteria; this does not always favor collective behavior and individual engagement;
- the political context, fueled by the continuation of the economic crisis, the rigging of European integration, the decline in the role of the institutions in favour of the intergovernmental game and the slow process of changing the tasks of the institutions. For some staff, the crisis now appears to be permanent, legitimising social regression and the weakening of European integration and its institutions. In this context, the line advocated by U4U is all the more necessary, but if it is to succeed, it must be sustainable.

... with quite good results...

Today, U4U has more than 3000 members (4000 with USHU, to which we are linked via the Trade Union Rally), which corresponds to the increase of our members by 35 %.

These new members come from the Commission (half) — but also from the European Parliament, the Council, the CES-CoR, the EEAS, the Court of Justice, the executive and regulatory agencies, etc.

The dynamic U4U section of the European Parliament doubled its members and increased its results in the Staff Committee elections by 33 %. We also have three elected representatives and the chair of both delegations. This is useful for EP staff and greatly increases the legitimacy and accountability of our trade union organisation.

U4U has also consolidated its representativeness at the Commission, with USHU our non-Union partner in the Trade Union Rally. Together we represent some 15 % of the Commission's staff. It should also be noted that our representation on the Central Staff Committee has increased thanks to the appointment of a Luxembourg elected representative.

Again in the Commission, our organisation has obtained the presidency of the Staff Committee in Brussels, the most important in terms of size and to some extent politically. This is recognition of our organisation and its increased political weight.

We obtained even more elsewhere: 60 % in Alicante in the largest regulatory agency, 25 % in the EEAS, where we have three elected representatives and a strong coordination team and some 120 members, with the last staff elections marking a clear step forward compared to the past, demonstrating the strength and commitment of U4U members in this service.

The novelty consists of the creation of new reinforced teams at EASA (Cologne) with almost half of the Agency's staff joining U4U and F4Energy (Barcelona) with almost 20 % of U4U members. Let's notice the formation of meaningful and robust teams in these agencies.

The U4U trade union project is supported by the publication of several newspapers, websites and platforms. U4U publishes its newspaper *Le LINK*, *La Circulaire*, the letter to members, and produces numerous videos. The quality of our websites and their number — U4U, RS U4U/USHU, Collective of Contractors, European Citizens' Platform, Europe solidarity-based, Graspe — should be stressed.

U4U is moderating with other forces, the GRASPE magazine, the "Europe solidarity-based" platforms and the "Collective des Contractual" platforms. Together with other associations, he set up the European Citizens' Platform (ECP), which stimulates pro-European initiatives. U4U supports EUStaff4Climate.

In line with its vision of a community-based trade union, U4U has promoted the establishment of more than 120 contact persons (more than 20 %) in the DGs, Services and other European institutions, sometimes made up of teams of several members. These contact persons sit automatically in the U4U advisory body: the Trade Union Council, which meets once or twice a year.

U4U provides its members with legal consultation and individual follow-up of cases presented by colleagues, which has improved considerably. U4U provides training to prepare for external and internal competitions, as well as coaching. U4U relies on training as a pillar of trade union action by organising training on internal processes involving staff, statutory rights and the context of European integration.

Finally, U4U started the tour of representation offices in European capitals, where colleagues often work in relative isolation. During our visits to these offices, we have developed a reselling platform for these staff under improvement. We visited 40 % of the representation offices.

Aware that the rebuilding of trade unions cannot be the work of a single trade union, U4U has encouraged as much as possible, on the basis of a political agreement incorporating most of its

programme and common practices, the creation of common lists for certain staff elections, such as in Luxembourg last year, but without leading to sufficiently significant groupings.

Finally, U4U joined a federation of European civil service trade unions (CESI), making it possible to have more resources and greater impact at European level.

... who need to be improved, confirmed...

We need to clarify and announce our political priorities in the current political context.

The European debate, the defense of European integration, the budget allocated to it, its institutions and their role are a priority.

Similarly, we must combat any weakening of the to do capacity of our institutions.

The fight against precariousness and disparities is a second pillar. Precariousness must be combated as a tool for weakening the independence of the public service official, and because it reintroduces a bias in the fight for equal opportunities, with women being the majority on fixed-term contracts.

To this should be added the defence of an active staff policy that avoids excessive hierarchical levels.

Recruitment and entry into service policies need to be reformulated and improved.

Career monitoring throughout working life needs to be improved.

Finally, we must avoid a massive introduction of teleworking and prevent it from resulting in degraded working conditions or breaking down the working teams and cooperation between staff members.

In this context, defending the increase in the EU budget seems of vital importance. We are part of a long-term action. In the past, U4U has championed citizens' initiatives such as 'a European School for All', 'A New Deal for Europe' (ND4EU). Soon, U4U will join a new action to defend a 'Europe respectful of the rule of law and European values'. We also sign and advertised a petition signed by more than a hundred trade unions, associations and European citizens who ask the European Parliament — in the context of the revision of the EU budget — to provide for an increased budget to help our Union face all its challenges.

The negotiations with the administration for the implementation of revised GIP following the reform of the 2014 Staff Regulations were intense and U4U has been very active and will continue to be. During the negotiations, U4U was able to make a number of significant progress for staff, as reflected in the GIPs. This work, which is cumbersome and meticulous, will bear fruit in the coming years. We need to monitor closely outsourcing, reorganizations and staff cuts.

Moreover, for 2021/2022, additional work objectives are proposed, to continuing the activities set out in our political programme proposed in the context of the elections to the Staff Committees:

Actions during the next Management Board's term of office (non-exhaustive list):

- Convince the employer of the need to improve social dialogue and staff representation: for example, we would like to see all local staff committees to carry out their election at the same time, including the central one, with same electoral rules - as we advocate a slight increase in representativeness for trade unions in order to avoid approaches that focus only on some categories of staff or on one site;
- increase our presence in the executive and regulatory agencies where we have obtained a "central" committee common to all agencies;
- increase our presence in representation offices;
- continue to negotiate a proper implementation (GIP) of the new Staff Regulations, the most favourable to staff;
- promote the adoption of a staff policy and participatory management and negotiate the first concrete implementation measures;
- promoting mobility, including inter institutional mobility, and lifelong learning for all categories of staff: this will increase the role and resources of the European School of Administration;
- work towards the provision of European schools, crèches and childcare facilities to accommodate the children of staff;
- complete the adoption of a contract staff policy allowing for less precarious management of contract staff, without sacrificing the CAs;
- contribute to the reform of staff representation;
- continue and step up our work towards community-based trade unions;
- strengthen our presence in Luxembourg, ISPRA and the regulatory and executive agencies;
- succeeding in the elections in the Outside Union;
- activate inter-union dialogue and promote common actions based on common understanding of problems;
- progress with the holding of the elections at the end of 2021 or beginning of 2022 of the Brussels Staff Committee.

Operation of U4U:

- Establish U4U in all DGs and sites; increase our presence in the different institutions, agencies;
- strengthening the partnership with USHU
- develop our individual support measures for colleagues in difficulty
- develop our trade union training;
- achieve increased results in the professional elections in ISPRA, HU and Brussels;

- obtain recognition of U4U for the EESC, the CoR and the Council as representative organisation and to participate in the next staff elections;
- continue the holding of “hybrid” meetings combining presence in the premises with presence by teleconference. This will enable the various locations to be better integrated into our regular operation.
- increase the composition of the board of directors from U4U to 30 members to allow for both an AC representative of the wealth of U4U and a common deliberation framework.

In the long term, consideration must be given to moving our organisation towards greater decentralisation, which our statutes allow. Already, an increasing part of the organisation works on this basis.

We also need to reflect on building the means to succeed the above, while continuing to attract new skills.

Georges Vlandas and Jean-Paul Soyer
President Secretary-General

Annex

Our team proposed for your vote

The elections will take place on 18 November to select a new Management Board.

As you see below, we have 29 candidates from different places of work (see below). We would like to thank them for their willingness to commit themselves. We want to amend our Rules of Procedure to enlarge the Management Board. Motion No 6 was tabled to that effect. It is important that it be adopted.

Indeed, over the past three years, our teams have carried out an incredible work to locate U4U in different institutions and agencies. We have on the spot committed, motivated and guided teams to serve and preserve a competent, independent and high-quality civil service. Our ideals are high by all and the quality of their work has allowed us to significantly increase the number of our members.

This is a collective success, and the increase in the Management Board would reflect our location in these places as their leaders would join the Council.

U4U has always prioritised proximity, fieldwork and direct collaboration with institutional stakeholders. Our achievements are numerous and the progress for staff is real and concrete.

This visibility of our extension will allow our members to appreciate that, wherever they are, U4U stands by them.

A Board of Directors representing the different sites where U4U is present will give a more accurate picture of what we have managed to build over the years. The inclusion in the Board of Directors of representatives of the various locations of our organisation will provide a framework for collective deliberation common to all U4U components. Thus, in our discussions, the decisions taken will also be taken into account from the point of view of our entire organisation.

In due course, a good vote, and thank you for your trust.

Registered applications: Management Board

Alcaraz Fabienne (European Commission, Brussels, DG AGRI)

Amaducci Giulia (EC Brussels, DG HOME)

Andreone Fabrice (EC Brussels, DG RTD)

Brites-Nunes Margarida (EC Luxembourg, DG OP)

Busto-Saenz Izaskun (EC Ireland, DG SANTE)

Chatzipanagiotou Stavros (Fusion4Energy, Barcelona)

Denis François (European Parliament)

GROSJEAN Patrice (EC Brussels, DG CNECT, Staff Representation)

Islamaj Agim (EC Petten, DG JRC)

Juan-Linares Victor (EC Brussels, DG DEVCO, Staff representation)

Mairate Andrea (EC Brussels, DG ECFIN)

Mavromichalis Petros (EEAS, BERNE, Switzerland)

Opreana Elena-Corina (EC Brussels, DG DGT)

Ortega Montero Maria Del Carmen (European Parliament)

Petel Emmanuel (EC Brussels, DG AGRI)

Posluszna Anna (EC Brussels, DG ECHO)

Rivan Marce Bartolomeo (European Parliament)

Schneider Gregor Friedrich (EUIPO, Alicante)

Sivel Eric (EASA, Cologne)

Slama Kim (EC Brussels, DG AGRI, Staff representation)

SORET Bertrand (EEAS, Brussels)

Soyer Jean-Paul (Eurocontrol Brussels)

Spanoudis Evangelos (EC Brussels, PMO)

SPYROU Georges (EC Brussels, DG REGIO)

Stephany Jean-Luc (EC Brussels, DG EMPL)

Verbiest Patricia (European Parliament)

Vlandas Georges (EC Brussels, DG RTD, Staff Representation)

Vlandas Penelope (EC, Brussels, DG AGRI)

Wert Bertrand (EC Brussels, Implementing Agencies)

Registered applications: The Disputes Board

Cusi-Leal Ivan (EC Brussels, DG OLAF, Staff representation)

Kayamanidou Maria (EC Brussels, DG RTD)

MIETZNER Carmela (EC Luxembourg, DG ESTAT)

Wouters Paul (F4Energy, Barcelona)