



U4U list N°2 : diversity in unity

U4U (Union for Unity) presents a list of candidates for the staff committee elections in Brussels, on 9 June.

Our list has an **equal number of male and female colleagues.**

Our candidates **represent the diversity of the Commission's sectors of activity** (30 Directorates-General).

They **represent the diversity of categories of staff**, united for the common good: officials, contract and temporary agents. They reflect the diversity of statutory positions within the European Commission. They have a sound experience within associative organizations and representative functions.

U4U candidates bring their experience and competencies acquired in 20 Member States – enriching **the multicultural character of our institution while reflecting the diversity of staff.**

Lastly, our candidates **represent all staff age groups** with a distribution per age reflecting the multi-generational character of our Institution.

Therefore, our list reflects **the staff diversity in unity**, the most effective tool for common action.

U4U renews trade union content and practices :

U4U defends European integration, the European institutions and the Community method

For U4U, staff interests cannot be decoupled from the defence of the European project. A strong, competent and independent European civil service is essential for European integration.

If European integration is being undermined, our legitimacy is being challenged and, accordingly, our status is regressing. The defence of staff interests goes hand in hand with the defence of the European project and the civil service that coordinates it. It is not possible to defend one without the other.

U4U defends the remuneration of the officials and other staff employed by the European institutions, their pensions and social welfare, as well as their careers and their professional independence

In addition to the defence of legitimate claims with regard to salaries, the salary adjustment method, social welfare and our pension system, U4U calls for a civil service composed of responsible and competent staff.

U4U defends, within negotiating bodies and vis-à-vis Directors-General, the implementation of a human resources policy based on trust and career development. U4U advocates talent screening, and a career management approach aimed at developing staff competences in the interests of the institution and all staff members, regardless of their status.

End-of-career access has been modified and the length of the working life of staff has been increased. Careers must be prepared from the time staff take up their duties and managed

throughout their career, with a view to developing competences and responsibilities. A serious staff policy must reduce precarious situations, the disparities that create injustices between staff, and inequalities, in particular between men and women.

U4U strengthens the social dialogue by putting forward concrete proposals

On a large number of issues – evaluation/promotion, contract staff, disparities, mobility, working hours, etc. – U4U has put forward concrete proposals which have resulted in agreements being concluded with management. Our accomplishments have been presented in our publications (see <http://u4unity.eu/newsletter.htm>).

The U4U delegates to numerous standing committees have a positive influence on the management of working conditions and ensure that greater account is taken of staff interests.

U4U proposes improving the quality of the social dialogue and reforming the way in which unions work, to make them more representative and more closely rooted in the reality of work in the DGs.

U4U promotes unity of action between unions and defends staff unity

U4U has contributed to the creation of a common trade union front, in particular at the time of the last reform of the staff regulations. When such inter-union unity was not feasible, U4U endorsed partial groupings, for specific actions.

U4U has encouraged the creation of collective groups – such as the Contract Agents' Collective – to act independently of trade union membership, on the basis of concrete proposals. U4U's unity of action policy makes a clean break with practices of bureaucratic agreements between unions, without any basis of common objectives.

U4U has proposed actions that unite as many as possible common interests (action days, petitions, general assemblies, etc), by supporting the points of view and initiatives of the persons concerned.

U4U develops local actions

U4U is the only organisation to have decentralised trade union practices. U4U organises frequent workplace meetings to facilitate direct staff dialogue. U4U has a network of "contact persons" in more than 40 DGs, offices, services, agencies, etc. Hundreds of you contact our representatives to obtain their help in the performance of their duties, advice or support for their initiatives.

U4U promotes staff participation

U4U promotes the participation of all staff through frequent open consultations on issues according to the social dialogue agenda: working hours, solidarity between the various staff categories, health insurance, mobility, incompetence, etc. Your opinions are thus taken into consideration and help us play an important role in negotiations. We need your advice and support which strengthen our legitimacy and our efficiency to act as your representatives.

In the elections to be held on 9 June, vote U4U and give us the means to represent you effectively.