

Front Commun

interinstitutionnel de la représentation du personnel

Reform 2013: List of demands

1) Downsizing:

Decrease the rate of occupancy of posts by 5% between 2013 and 2018 on the basis of a combined analysis of needs and objectives. The positions that are not occupied remain in the staff plan.

2) Careers:

Creation of a new career of secretary officials AST 1 to AST 7; creation of paths between this career perspective and the other AST positions.

Increase of 3 to 6 years of contract duration for fixed-term contract agents (CA) + annual internal competitions open to all CAs with 3 or more years of service.

A maximum of 20% of recruitment in the AST secretarial field will be achieved by internal competitions open to CAs.

- Improvement of CA salary grids, especially for function groups I and II.
- Transitional measures:
 - for AST officials recruited before May 2004 AST: AST 1 / 5 for the former 'D' grades, AST 1/7 for the former 'C' grades and AST3/11 for the former 'B' grades, as well as removing barriers to access to higher grades and without the reduction of promotion rates;
 - for AST officials recruited after May 2004: AST career path 1 / 11 which will include the former 'B', those that received an attestation 'C to B' and all other AST grades recruited after that date. This also includes removing barriers to access to higher grades as well as having no reduction of promotion rates.
 - a firm commitment from the concerned institutions (Council, ESC...) to continue the system of attestation beyond 2011 and allow for its application more widely;
 - maintaining or reintegrating the CAs whose contract expire as of 2011 in order to allow all of the CA staff them to benefit from the results of the reform of the staff regulations

3) Improvement of the career policy and organization as well as the implementation of an action plan concerning this issue following extensive social dialogue:

- Increase up to a maximum of 25% for posts available for certification.
- Reclassification of staff recruited post 2004 through internal competitions.
- Immediate opening of a social dialogue for a new career policy in order to better develop skills of the staff.
- For contract agents and temporary agents:
 - Internal mobility as well as mobility between institutions;
 - removal of the 10 months notice period policy
 - no redundancy due to sick leave
 - possible extension of the contract during maternity leave or serious illness

- removal of probation period in case of a change in function group.

4) Working time and working conditions:

- Maintain current weekly 37.5 hours
- Retirement at 65 for those recruited as of 2013 only
- Extension to 67 years based on requests from officials and following a joint procedure
- Early retirement as of 58 years with a reduced penalty
- Reduction of 6 to 4 days annual travel time and realistic calculation of distances
- The right to access part time work as of 55 years
- The right to access part time work for any other reason and for a maximum of five years over the entire career
- Flexitime: introduction of a legal basis and establishment of implementing provisions in each institution.

5) Adoption of social measures including:

- Increase of special leave for parents of children with illnesses aged 1 to 6 years old, single parent families and/or isolated parents of children illnesses and colleagues caring for disabled children.
- Increase of the maximum length of parental leave to three years.
- Unlimited transfer of annual leave not taken for reasons that are beyond the control of the official or employee, including sick leave.
- Restoring the budgetary level for the European Schools to the levels of 2010, fully indexed and corresponding to changes in the index of consumer prices.
- Improvement of the conditions of employment for colleagues with disabilities.
- Adapting working conditions for colleagues taking care of disabled children or other disabled dependents (see Disability Group)

6) Method:

Continuation of the current Method, with the following changes only:

- Move to a 27 Member State 'basket';
- Replacement of 'BII' by the Belgian index for Brussels;
- Neutralising current social security contributions;
- Check the parity for purchasing power in Luxembourg site, notably by performing a housing survey;
- The weighting in Ipsra must be that of Rome;
- Exception clause applicable only in extreme situations;
- Validity for 10 years, with a date different to the financial perspective.

Increase of the special levy from an average of 4 to an average 6% (+ 50%) in exchange for the present package proposed by the united front of the trade unions.

7) Agreement between the trade unions and the College before its presentation to the Council and the European Parliament in December 2011.

The Commission first presents this package to the Council and the European Parliament as a policy document which, if accepted by both institutions, will allow for significant savings in a climate of social harmony.