

Resolution of the General Assembly of Commission staff OPEN to staff of the other institutions in Luxembourg of 1 October 2012

The officials and other agents of the European Commission and the other European Institutions in Luxembourg, meeting in a general assembly on 1 October 2012, having been informed on the proposal for changes to the Staff Regulations, of the draft report of the Committee on Legal Affairs of the European Parliament, and of the exorbitant demands of certain Member States in the Council:

- deplore the absence of any structured discussion with staff in the "Trilogue" in the context of codecision procedure, which is contrary to the European Charter of Fundamental Rights and European case law;
- will not accept that once again, 8 years after the 2004 reform, the European civil service is weakened by modifications of the Staff Regulations solely intended to save money, considering that the 2004 Reform has already produced budgetary savings of around €3 BILLION, with another €5 BILLION to come in the period up to 2020;
- consider that present policy regarding contract agents, their number, the nature of their tasks, their working conditions, and the elimination of discriminatory practices, should be analysed in depth, without calling into question the model of the European Civil Service as laid down in the Staff Regulations;
- insist that the multiannual financial framework for 2014-2020 concerning administrative expenditure should provide the necessary and obligatory financial resources to enable the European Institutions to carry out their tasks;
- strongly believe that a competent, independent and permanent European Civil Service is more than ever necessary to meet today's challenges;
- consider that the relative attractiveness of Luxembourg as a place of work is gravely endangered, as regards conditions of employment and the integration of staff, and that after verification of the data corrective measures should be taken, by means of provisions in the Staff Regulations, to maintain purchasing power parity.

Therefore, the General Assembly asks the Commission to:

- a) confirm that all through the codecision procedure there will be real negotiations and that it will be possible to modify or even delete certain elements of the proposal;
- b) guarantee that there will be no changes without concertation with the OSP and that it will withdraw its proposal if the Council or the Parliament should try to introduce unacceptable changes;
- c) commit itself to defending to the utmost the essential characteristics of the Staff Regulations and the attractiveness of the European Civil Service, as regards working conditions, careers, pay, pensions, equal opportunities and the European Schools.

These elements are essential preconditions for a true social dialogue.

In the absence of such a dialogue, a major social conflict within the Institutions and other bodies of the European Union will be unavoidable.

Charges the Staff Unions in Luxembourg to:

- a) coordinate their actions with other OSP, in particularly those of the Council, and to support them;
- b) undertake all actions which they consider necessary in that context, including strike warnings.