

CONFERENCE U4U

Brexit :

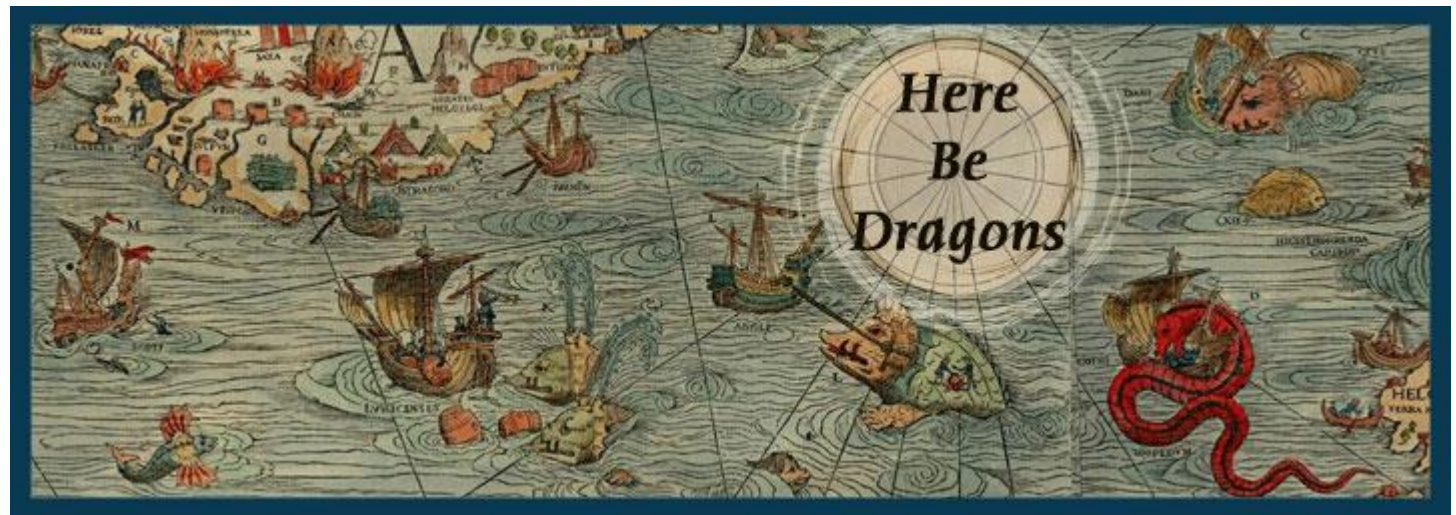
What will happen now ?

U4U position

- Supporting our British colleagues, defending their rights in full solidarity !
- A 'social dialogue' phase will start during the 'art. 50 process', but probably not at its beginning

Uncharted waters

- Full of uncertainties
- Very dependent on political priorities, some of them possibly not known today



Brexit : two negotiations in parallel

Art 50 is about severing the links between UK and EU, from the EU perspective. The final agreement, if any, will describe the legal and financial phasing out and list which legacy commitments will be kept or which participation to some common activities be maintained.

These negotiations will address the issues relative to EU staff entitlements (pensions ...)

But these negotiations will not address changes to be made by UK to adapt its own policies and legal framework to its new environment.

UK Withdrawal from the EU (art 50)

2017 ?

2018

2019

Future relations between UK & EU

UK would like to begin these negotiations before invoking art. 50 but remaining EU States have indicated that they won't agree.

These negotiations may take longer than two years, possibly much longer.

These negotiations may result in agreement (s) that will rule future relations between UK and the EU as a bloc, on trade, security, defence, ...



Scenarios

- Hard Brexit : no agreements or minimal ones
- Soft Brexit : bespoke agreements safeguarding common co-operation areas and access to elements of the internal market
- No Brexit : political crisis leading to delays

U4U position during negotiations

- Work ‘contracts’ awarded before Brexit are fully valid and create legitimate expectations
- Independently from the final conditions set for Brexit
- No link between national resources of the EU budget and nationalities of EU employees



Validity of appointments

- Civil servants, contract agents, temporary agents having been appointed before the Brexit, are lawfully appointed according to the rules applicable at the time and therefore, their appointment or contract is valid and should continue its natural term.

Pensions

- Pension rights and other allowances acquired by virtue of valid ‘contracts’ are equally valid.
- These costs should be borne by the EU budget irrespective of how this budget is financed by national contributions.

Union for Unity - Union pour l'Unité
Regroupement syndical



The ‘SDN precedent’ is a valid argument for remaining Member States asking UK to face her commitments, but a very dangerous one if a link is made between national contributions and financing corresponding nationals.

Detailed issues

- U4U develops and will maintain throughout the process a Q&A page : <http://u4unity.eu/brexit.htm>



Questions and Answers : I am British, what will happen to my rights ?

I am still in activity, will I be entitled to a EU pension ?	Yes. The normal process still applies. If, according to the Staff regulations, you are entitled to a pension, then it will be served.
But I heard that if UK no longer contributes to the EU Budget, my pension will be in jeopardy.	Your pension is paid through the EU budget. Furthermore, as explained in this document , pensions are a deferred salary. You accumulated your pension rights throughout your career and they cannot be stripped from you. This is totally independent from any political arm-wrestling where UK will be asked to face its commitments regarding the guarantee about the pension fund.
I am a pensioner, is my EU pension in danger ?	No, as explained above.
I am a pensioner, will my fiscal situation change ?	No. The current rules will still apply. Your fiscal status is affected by your country of residency, not by your nationality.
I am a pensioner living in EU but outside UK, are my residency rights threatened ?	Possibly yes. Your rights are linked to the EU citizenship, that you will lose. However, this political question is high on the negotiation agenda. Our current assessment is that an agreement will be reached and that all EU country will uphold the residency rights of all lawful current EU residents.
I am a pensioner, is there any risk losing the benefit of the Sickness Fund ?	As long as you contribute to the Sickness fund via a withdrawal on your salary or pension, you are covered. As is your family, as stipulated by art. 72 of the Staff Regulations. Regarding your Accident insurance, only the active employee is covered (contribution deducted from the

What can **you** do to help U4U ?

- Join U4U
- And better : Participate actively to our working group
- We will include British nationals in our negotiation team

Yes, it could be you !

