



VOTE U4U in the STAFF COMMITTEE ELECTIONS 2017

In a difficult environment for social dialogue, U4U has managed to establish trade unions as a partner of social dialogue within the EUIPO. As a trade union and together with our colleagues in the Staff Committee, we have achieved the abandonment of a policy of non-renewal of contracts ('10-year-new- blood-policy'). We have pushed for a commitment of the management to organize internal competitions and we have created a number of accompanying measures for those colleagues who are not given stable employment.

Yet, many battles remain to be fought. Each of our candidates has worked for many years in the Office, and between us we have a vast experience across the different departments as much as in the various past Staff Committees. We feel prepared to defend your rights!

Anna Giese, Mercedes Sierra, Lucy Carney, Rhys Morgan, Marco Paolacci, Gregor Schneider



For the new mandate, we will continue to give priority to the following:

- **Objectives which are reasonable, fair and adapted to the individual.**
- **No over-monitoring of colleagues against meaningless KPIs.**
- **A secure and planned career development path for all colleagues.**
- **Dignity and fairness in the workplace. Humanity and mutual respect - against bullying.**
- **A work-life balance that ensures a motivated and healthy staff.**
- **Avoiding precarious contracts in a European administration which has a huge financial surplus.**
- **Controlling and restricting outsourcing to regain control and assume social responsibility.**

Objectives which are reasonable, fair and adapted to the individual:

- Put objectives into context and stop adding further appraisal criteria, such as shortening deadlines and constantly increasing production;
- Quality should be balanced against quantity. People should have enough time to do their work. The complexity of the work to be done should be properly taken into account, leading to less pressure and higher quality;
- The right to negotiate objectives in particular situations (e.g. stress, health problems, 'burn out', short absences, reincorporation after long sickness leave, death of a family member, and so on);
- A newcomer policy which avoids tough objectives during the first months in a new job;
- Training must be taken into consideration when defining objectives.

A career development path for staff which is secure and planned:

- Regular internal and external competitions for temporary and contract agents in order to give staff with limited contracts the possibility to prove their worth and stay at EUIPO; success in EPSO competitions must lead to recruitment;
- Indefinite contracts must not be an exception: everybody who works well should obtain an indefinite contract
- The possibility for AST temporary agents to become ADs following a clearly defined and transparent procedure ;
- Availability of the maximum number of promotions per exercise and use of all the promotion points available;
- Unblock careers, especially for Contract Agents and AST Temporary Agents,
- Reform the system of internal mobility and promote effective inter-agency mobility;
- Push for a simplified appraisal system.

Ethics: dignity and fairness in the workplace, more humanity.

- Demand that management treat all staff with respect and guarantee genuine freedom of expression;
- Promote communication and relationships of trust between staff and management;
- Fight against mobbing and harassment and put a stop to toxic working environments;
- All colleagues are entitled to an appropriate working environment; there should be closed and individual spaces for all staff who require it;
- Against any form of cronyism or favouritism: no tailor-made vacancies, no privileges for the few.
- Stop the constant over-monitoring and over-control of work. This is demoralising and inefficient; put an end to artificially created pressure.

A work-life balance that ensures a motivated and healthy staff:

- Defend flexible teleworking schemes, part-time, parental leave and other leaves as an option for all staff (senior staff and newcomers);

- Meetings must be held during core hours and working days limited from Monday to Friday;
- All staff have the right to disconnect from work; there must be clear boundaries between work and home life;
- Fairer and flexible holiday and leave planning in all departments; create a proper back-up policy to stop the accumulation of work during absences;
- Continue encouraging social activities of the Office (such as, solidarity circles, leisure circles, social initiatives, and so on).
- A more active role to ensure a good functioning of the European School

Avoiding precarious contracts in a European administration which has a huge financial surplus:

- Put a stop to social dumping in the European agency with the biggest surplus;
- No low-grade-contracts for experienced and highly skilled staff: the recruitment of Contract Agents should be avoided and those already recruited must have better conditions (become Temporary Agents or Officials);
- Stop squandering the talent and experience of highly qualified workers by not renewing their contracts. This causes considerable loss of expertise to the Office and, above all, it is wrong.

Controlling and restricting outsourcing to motivate staff:

- Excessive use of consultants without proper control endangers the independence of EUIPO and constitutes a loss of knowledge;
- Use of consultants limits internal career and mobility possibilities;
- Organize external selection procedures and competitions to make staff internal where necessary.
- Fair conditions for the employees of external companies who work at EUIPO.

The very substantial skills and experience, as well as the cultural wealth, of our Staff must be reflected in a work environment granting autonomy and empowerment, not relying on control, threats or a factory-like 'production line'.

This is the only way to be a truly European project based on mutual respect for all. We will fight to uphold the principles of the European civil service and not the values of a private multinational. Independence of the European Administration starts with the Individual Staff Member.

Vote! It is the only democratic option left.

<http://u4unity.eu/oami.htm>

Voting ballot / Papeleta para el voto (print/imprimir):

<http://sharedox.prod.oami.eu/share/proxy/alfresco/slideshow/node/content/workspace/SpacesStore/c20807d4-3dde-4f80-8f61-ee9867096c41/Ballot2017.pdf>