

USI, FFPE, U4U together at your service



- Focussing on improving your working conditions
- Committed to representing your concerns
- United for pooling knowledge, skills and efforts on your behalf
- Passionate about a strong JRC within strong European Institutions and civil service

Vote list 3 ! Vote for You !

Ispra specific issues

- The Coefficient corrector for Ispra has been decreased to 90,9%, while EC staff in Milano (60km away) has a 97.3% coefficient.
- This difference is absurd, all the most because a lot of staff live in Milano and its suburbs
- We are aiming at having this coefficient re-calculated, with a new housing survey launched.
- Start negotiating with the local authorities for VAT-exemption on private cars for Ispra-based staff (inadequate public transport in Ispra, staff of ALL other Intl'l Org(NATO, UN, FAO,... , Torino and Parma-based EU Agencies have VAT-exemption for private cars in Italy).

For a dedicated Staff Committee at the Seville site

- We believe that Seville must have a Local Staff Committee, as there are at other JRC locations.
- Our list and our representatives will defend the position for the creation of an LSC in Seville, separate from that of Ispra.
- Seville has several specific problems (no European School, Building issues, Direct billing not accepted in many Spanish hospitals...)

For small but significant improvements to our working conditions

- Ask HR to pay our annual travel allowance in the December or January payslip, so that we can start preparing the summer holidays in advance
- Blood donations: Staff should be able to justify this as a “volunteering activity”.
- Volunteering rules: increase the volunteering days for at least 3 days/year, eliminate the obligation of the presence of 3 other staff members.

To strengthen the central role of the JRC

- Augment the role of the JRC in order to have a more durable Directorate General and to guarantee its future.
- The ISPRA site must retain all of the existing administrative services - and Sevilla must enjoy the same level of facilities.
- Take account of the special features of the JRC in the human resource policies,
- training must be adapted to suit the JRC's specific requirements.

Improve the Assessment / Promotion procedure

- Implement an objective assessment system that avoids “professional incompetence” decided only by the management,
- Adopt simpler procedures and clear job descriptions that corresponds to the work really done.
- Guarantees concerning rates of promotion as specified in the Staff Regulations must be observed by the Commission (which they are not at present !).
- The "Kallas-Sefcovic" guarantees on the average period in the grade must be applied.

For a new policy in favour of Contract Agents

- Reduce job insecurity with a massive recruitment of AST/SC staff in place of the CA FGII
- Provide a job market that is open and accessible, for all of the institutions
- Establish regular movement from function groups to higher grids
- Guarantee internal competitions every two years
- Remove the period spent as an SNE when calculating the “anti-cumulation rule” of a maximum of 7 years and guarantee the extension of this rule to 10 years

For a disparity reduction policy

- Colleagues recruited after 2004 are faced with less favourable pay structures.
- We demand the immediate organisation of internal competitions for re-grading, offering 1,000 posts (e.g. successful candidates), on the model of the competition already held by the Commission in 2014, unfortunately at the time with only 350 available posts.

For gender equality

- We support a fairer balance between men and women, whether on entry to the European Civil Service, in careers or for access to management positions
- Actually implement measures to reconcile private and professional life. This should not be a rhetorical discussion on 8 March every year
- Proper management of flexitime : Working from home must be facilitated

For the introduction of a 55+ policy

- Avoid the 55+ being left on the side-lines with regard to extended careers.
- These colleagues already feel discriminated against once over the age of 50 due to a non-existent and conservative mobility policy.

For an end-of-career policy

- For an end-of-career policy that gives each member of staff the opportunity to reach an end-of-career grade and to match their skills with their career.
- Following the revision of the Staff Regulations, we demand the introduction of an authentic and transparent channel to Senior Expert or Senior Assistant grades.

For European Schools where there is Commission Staff

- For the creation of European Schools and maintaining their quality.
- Seville lacks international and European schools
- In Seville, it is essential for the children of officials and other agents to be educated in their native language.
- At all sites, there must be this fundamental service, a building block of a multicultural Europe !

For increased availability of places in nurseries and childcare centres

- In both Seville and Ispra, there is an urgent need for support for very young children.
- This measure will support the important effort to balance family and professional life.

Sickness fund

- Our CGAM is structurally sound, there are opportunities for improvements
- We ask for establishing agreements preventing overpricing, the generalization of reimbursements at 80%
- We want to improve key services such as Long Term Care, coverage of psychosocial risks, alternative treatments for serious and chronic illnesses (cancer, Lyme disease...), ...
- Seville : Solve recurring medical expenses problems with the Spanish system (no direct billing)