

# LIST 2



## WE NEED YOU !



**VOTE FOR YOU !  
VOTE U4U**

Union for Unity - Union pour l'Unité  
Regroupement syndical



[WWW.U4UNITY.EU](http://WWW.U4UNITY.EU)

SI VOUS PARTAGEZ CETTE APPROCHE , VOTEZ LISTE 2.  
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VOTE FOR LIST 2 TO LEND YOUR SUPPORT TO THIS AP-  
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**Chères et chers collègues,**

**A ce jour le quorum n'est pas atteint. Près de 12.000 collègues n'ont pas encore voté, il manque environ 5000 votes pour l'atteindre. Les élections sont prolongées du 28 octobre jusqu'au 13 novembre inclus. Dans ce contexte, nous devons faire face à deux défis.**

Le premier défi est de dépasser le quorum, sinon nous serons collectivement affaiblis, dans l'incapacité de nous faire représenter face à l'administration et aux attaques qui viendront du Conseil et des Etats membres. Dans le contexte d'un essoufflement de la construction européenne et d'une transformation interne de la fonction publique où s'accroissent précarité et discriminations, seule une fonction publique européenne unie, soudée, permettra d'affronter les dangers qui s'annoncent. Il faut certes atteindre le quorum, mais il faut le dépasser fortement pour envoyer un signal clair à nos gouvernants que le personnel se soucie de l'Europe et de la qualité de la fonction publique dont elle a besoin.

Le second défi concerne le choix de la liste pour laquelle voter. U4U est, dans ce contexte, le seul vote véritablement utile, et ce pour plusieurs raisons.

1. U4U est le seul syndicat qui lie son action syndicale à l'avenir du projet européen, à travers les réflexions conduites au sein de la revue Graspe, à travers des formations et des séminaires sur les questions d'intérêt européen, ou à travers l'élaboration d'axes revendicatifs utiles au personnel, mais aussi à l'institution, l'un ne pouvant aller sans l'autre. Notre raison d'être est l'Europe.

2. U4U lutte pour l'unité du personnel, pour créer des solidarités entre toutes ses catégories, toutes générations confondues. U4U agit avec des propositions concrètes pour combattre les situations précaires et les disparités, notamment en demandant l'organisation de concours internes de reclassement tant pour les AC et les AT que pour les AST et pour les AD. La division affaiblit.

3. U4U ne limite pas son action à la seule défense des conditions de rémunération, de promotions ou de retraite. U4U a été le seul syndicat à s'opposer à l'ouverture du statut lors de la réforme de 2014. U4U est maintenant le seul syndi-

cat à combattre la proposition du commissaire OETTINGER en faveur d'un fond de retraite réel additionnel qui, si l'idée se concrétisait, conduirait aussi à l'ouverture du statut, voire à un changement de notre système de retraite. Les leçons des réformes de 2004 et 2014 sont que l'ouverture du statut sur un chapitre a conduit chaque fois à des réformes moins défavorables sur d'autres aspects des conditions de travail du personnel. Dans le contexte actuel, l'ouverture du statut, c'est un piège.

4. U4U œuvre pour la mise en place d'une gestion active et participative des carrières du personnel, utile pour gérer autrement les parcours professionnels de l'entrée en service à la fin de la carrière, y compris par la formation et les échanges avec d'autres administrations. Les carrières doivent être attractives et rester motivantes. L'administration doit savoir où sont les compétences et comment en tirer parti pour l'efficacité de ses missions. Le premier bien-être au travail est la qualité de notre travail et la reconnaissance de celle-ci.

5. U4U a, dès sa création, mené une action continue, accompagnée de propositions en faveur de l'encadrement pédagogique proposé à nos enfants dans les crèches, les garderies et les écoles européennes. Pour U4U, l'ensemble du projet éducatif européen constitue non seulement un service utile au personnel - contribuant à l'attractivité de la fonction publique européenne - mais il promeut un vivre ensemble enrichissant qui conforte l'appartenance citoyenne des jeunes européens. Savoir ses enfants dans un projet de qualité est facteur de sérénité et riche pour la société future.

6. U4U propose une amélioration de la représentation du personnel et du dialogue social permettant d'accroître la lisibilité des syndicats. U4U est en faveur d'un comité unique du personnel élu en même temps sur tous les sites de travail de la Commission, plus restreint mais plus professionnel. U4U considère que les thèmes du dialogue social doivent être élargis, comme par exemple, sur des questions aussi fondamentales que le budget. Le dialogue social doit être possible à tous les niveaux de l'institution, dans toutes les DGs et sites, au plus proche des collègues, et ne pas se limiter aux seules discussions avec la DG HR. Un dialogue social de qualité est le reflet d'une société administrée selon des valeurs de respect mutuel et de partenariat.

**Dear colleagues,**

**To date we still haven't reached a quorum. To obtain a quorum we need a further 5 000 votes, and almost 12 000 colleagues have not yet voted. The elections have been extended from 28 October to 13 November inclusive, which now leaves us facing two challenges.**

The first challenge is to obtain more than just a quorum, as otherwise we will be collectively weakened, unable to properly champion staff interests before the Commission's management and to parry the attacks that will inevitably come from the Council and the Member States. The drive to build Europe is faltering, and there has been a souring from within of the European civil service, where precariousness and discrimination are now rife. In such a climate, only a united and strong civil service will be able to face the difficulties that lie just around the corner. It goes without saying that we have to obtain a quorum, but we must do more than that: we have to secure many more votes to send a clear signal to our leaders that staff care about Europe and the quality of the civil service that Europe needs.

The second challenge is to decide who to vote for. In the present situation, voting for U4U is the only constructive choice, for several reasons:

1. U4U is the only union whose action is motivated directly by a determination to secure the future of the European project. We work towards this aim in a variety of ways: by means of reflection groups, leading to articles that are published in the review Graspe, by organising training courses and seminars on issues of European interest, right through to articulating legitimate staff demands, that are also beneficial for the Institution as a whole, as acting in the interests of staff is in the interests of the Commission. Europe is our raison d'être.

2. U4U is fighting for staff unity, striving to create a bond of solidarity between all staff categories, irrespective of age and whether they pre- or postdate the 2004 reform. U4U is achieving this by making practical proposals to address inequalities and the difficulties faced by staff whose employment is under threat, specifically by asking for internal reclassification competitions to be held both for Contract Agents as well as for AST and AD. Division weakens us - 'United we stand - divided we fall'!

3. U4U does not limit its action to solely defending our salaries, promotions or pensions. U4U was the only union to oppose

re-opening the staff regulations during the 2014 reform. U4U is currently the only union that is opposing Commissioner OETTINGER's proposal of introducing an additional actual pension fund which, if the idea were to be accepted, would lead to a further reform of the staff regulations. The lessons learnt from the 2004 and 2014 reforms are that agreeing to changes to one chapter of the staff regulations inevitably leads to a worsening of other aspects of staff working conditions. In the current climate, agreeing to make changes to the staff regulations would be tantamount to opening Pandora's box and a grave mistake.

4. U4U is striving to bring about active and participatory staff careers so as to change the way our professional careers are managed from recruitment to retirement, including by means of training and exchanges with other institutions. Careers must be attractive and remain a source of motivation. The administration must know where talents lie and how to best deploy those skills to achieve its objectives. The most fundamental measure of wellbeing at work is the quality of our work.

5. U4U has, since its inception, worked tirelessly and issued proposals to promote the education provided to our children in the nurseries, after-school care and European schools. For U4U, the entire European educational project is not just about providing a useful service to staff - thus contributing to the attractiveness of the European civil service - but also encouraging us to live together in a manner that is mutually enriching and grounding our young people in their identity as European citizens. To know that your children are being educated under the aegis of a laudable project is a source of serenity and a considerable asset for the society of the future.

6. U4U stands for improved staff representation and constructive dialogue between staff and management in order to increase the transparency of the unions. U4U is in favour of a single, smaller but more professional staff committee, elected at the same time across all parts and locations of the Commission. U4U is of the opinion that more issues should be covered by social dialogue, such as for example, questions of such fundamental importance as the budget. Constructive dialogue between staff and management must be possible throughout the Commission, at all levels, in all DGs and sites, and this dialogue must start at the grass roots and not be limited to discussions with DG HR. Constructive social dialogue is the mark of an organisation whose administration is based on the values of mutual respect and partnership.



**LA LISTE 2 PROPOSÉE PAR U4U EST PORTEUSE DE CETTE DÉMARCHE SYNDICALE FORTE, COHÉRENTE ET SOLIDAIRE POUR TOUT LE PERSONNEL, QUELS QUE SOIENT SON STATUT ET SON ANCIENNETÉ.**

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**LIST NO 2 PUT FORWARD BY U4U REPRESENTS STRONG, COHERENT AND COMPREHENSIVE UNION PROTECTION FOR ALL STAFF, IRRESPECTIVE OF CATEGORY AND SENIORITY.**

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Dear colleagues,

All year long, we provide you with information through our newsletters and videos, individual visits in your offices, as well as information sessions, conferences and training. This message wishes to offer a digest of our programme. 54 colleagues – representing all generations of EC agents, from different staff categories across DGs, all positions from the bottom to the top, and more women candidates as to reflect their representativeness in the EC – are standing for election within one single Trade Union: List 2 - U4U.

**AST**

**IF YOU ARE AN AST:**

U4U sets out 10 proposals to support AST staff which include introducing internal reclassification competitions helping to speed up careers in the AST grade as well as to offer an alternative to the certification exercise, setting out clear professional career paths. U4U video on why the internal competitions are necessary.

**AD**

**IF YOU ARE AN AD:**

U4U continues to work towards improving a number of pressing immediate AD issues such as individualised career planning and talent identification, gender parity for management positions, the issues of forced mobility for middle management and the new nomination rules.

**CA**

**IF YOU ARE A CONTRACTUAL AGENT:**

U4U strongly supports the 10 key proposals of the 'Collectif of Contractuels', all legally possible solutions which do not require an opening of the Staff Regulation. These include facilitating internal mobility across institutions, organising internal competitions and extending the 6 year rule to 10 years to allow CAs to be able to obtain pension rights. U4U has recently sent an open letter to President Juncker reminding him about these options, on the table today and possible to implement quickly.

THERE ARE A NUMBER OF TRANSVERSAL ISSUES THAT CONCERN ALL STAFF WHERE U4U HAS A STRONG VOICE:

- ▶ Strengthen the role of our European Civil Service while facing current and future challenges
  - ▶ Reform the staff representations to limit their number
  - ▶ Defend our pensions
  - ▶ Improve our JSIS coverage
  - ▶ Address environmental concerns at work at each stage: transport, offices, canteens, etc
  - ▶ Advocate for a "No child left behind" policy for European Schools as well as European crèches and childcare (GPS and GA)
  - ▶ Improve well-being at work through a real career prospect, a fair evaluation and promotion exercise, mobility and adequate working time
- 
- ▶ U4U is the only union that makes the connection between the future of Europe and that of its public service
  - ▶ U4U is the union that advocates for effective management of careers and not for a bureaucratic administration of careers
  - ▶ U4U wants to further reduce the disparities and precariousness that poison and weaken the staff and the Institution
  - ▶ U4U wants a European Commission that is not "an employer like any other" but a public administration based on values, for which we are proud to work for



**WE THEREFORE KINDLY INVITE YOU TO VOTE FOR THE ENTIRE LIST 2 – U4U AS IT IS A MORE EFFECTIVE WAY TO VOTE.**

**THANK YOU!**

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