



**Vote  
Near You**



**Le Renouveau pour vous**

**To win back our  
professions**

**A strong European Public  
Service for an ambitious  
European community**

**Let's be proud of our  
professions**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>



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**Le Renouveau pour vous**

**What do we want ?**

**To enhance the role of the European institutions, to reaffirm the missions of the European Commission by strengthening its ability to determine strategic directions, to identify and elaborate actions for the common good.**

**A strong and efficient public service, provided by professional and united staff, enjoying the appropriate status**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>



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**Le Renouveau pour vous**

**What do we want?**

**To allow the Commission to play  
its institutional role to the full**

**To use its right of initiative to the  
full and not reduce the  
Commission to a managing  
administration**

**To return to the Treaty**

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<http://www.renouveau-democratie.eu/>



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**Le Renouveau pour vous**

**What do we want ?**

**To protect the Staff, to make its work more efficient and more rewarding, to reorganize without demotivating and dividing the Staff**

**To end discriminations (post-2004, contracts, +55 years...), to promote the unity of the Staff, to respond to any attacks against the European Civil Service**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>



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**Le Renouveau pour vous**

**Towards a sharing,  
caring Europe**

**For a European Community  
that puts back the citizen to  
the center of its concerns.**

**Let's recreate the dynamics of  
the Community !**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>



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**Le Renouveau pour vous**

**Towards a sharing,  
caring Europe**

**The European Civil Service  
only makes sense if the  
European construction serves  
its citizens**

**We need to take part in the  
reorganisation of the EU**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>





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**Le Renouveau pour vous**

**Towards the rebirth of  
a caring, sharing  
Europe**

**Europe is the solution to the crisis,  
as long as it abandons the “social  
thuggery” inspired by  
intergovernmental bodies to the  
detriment of greater solidarity**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>



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**Le Renouveau pour vous**

**Let us preserve the  
European Civil  
Service's expertise**

**Outsourcing should not be a  
response to budgetary  
constraints only, but should  
result from policies looking for  
improved effectiveness**

<http://u4unity.eu>

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**Le Renouveau pour vous**

**Let us demand respect  
for existing rules**

**No to repeated attempts by  
the Council to sweep away  
European regulations (the  
Method, pensions, etc)**

**Let us demand that the  
Commission respect its own  
social directives!**

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**Le Renouveau pour vous**

**We act!**

**We inform**

**We propose**

**We negotiate**

**We explain**

**We gather together**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>



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**Le Renouveau pour vous**

**We have kept our  
promises**

**We come to see you in the  
Directorates General**

**We take part in the Collectives  
(contract agents, teachers, post-  
2004, etc)**

**We inform you completely and  
and in clear, informal terms.**

**We make ourselves count in the  
debate!**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>



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**Le Renouveau pour vous**

**Towards a better  
Statute**

**We are working for unity  
among the unions**

**We mobilise our networks**

**We inform and act**

<http://u4unity.eu>

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**Le Renouveau pour vous**

**Precariousness is not a  
staff management tool**

**No to discrimination  
Yes to career prospects**

**A single Statute for all**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>



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**Le Renouveau pour vous**

Let us involve staff in  
decision taking

**Yes to meaningful discussions!**

**Staff should be involved in  
decisions that affect them  
(reorganisation, relocation,  
outsourcing)**





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**Le Renouveau pour vous**

**You said 40 hours?**

**So:**

**Flexitime for everyone**

**Let's make teleworking easier**

**Places in crèches/day-care, in the  
European schools, in the after-  
school clubs**

**Let's make part-time working  
easier through job-sharing**

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**Le Renouveau pour vous**

**Careers for everyone**

**Towards a true personnel  
poicy :**

**Equality between the sexes,  
Detection of talents, help with  
career development,  
Respect for promotion rates**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>



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**Le Renouveau pour vous**

**Careers for everyone**

**Reclassification of all staff  
recruited after 2004**

**Mobility of Contractual Agents  
between Agencies and the  
Institution centre**

**Internal competition for all**

**Revision of unfair starting salaries**

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**Le Renouveau pour vous**

**Think new: let us  
modernise working  
conditions!**

**Towards a participative and  
motivating management**

**Let's encourage team working**

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**Le Renouveau pour vous**

**Yes to voluntary  
mobility**

**Towards voluntary mobility,  
seen as a career opportunity**

**Towards a mobility between  
institutions**

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**Le Renouveau pour vous**

**Don't leave anyone at  
the roadside**

**Keep the AC grades in post until  
the reform has been adopted (It is  
possible!!!)**

**Keep the jobs of AC grades thanks  
to mobility within the institution  
and between institutions**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>





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**Le Renouveau pour vous**

**Don't leave anyone at  
the roadside**

**For AST grades :**

**More places for testimonies and  
certifications**

**Towards a mobility that develops  
the career**

**Internal competitions as well for  
post-2004 AST grades**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>



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**Le Renouveau pour vous**

**For a real working  
community**

**Protect all Staff as a whole**

**Avoid the weakening of  
demands which comes as a  
result of the Staff  
segmentation**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>



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**Le Renouveau pour vous**

Let us refuse to  
sacrifice future  
colleagues

**Let's refuse the discrimination  
in the draft Statute (reduced  
careers, lowered retirement  
pensions)**

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<http://www.renouveau-democratie.eu/>



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**Le Renouveau pour vous**

**Let us welcome our  
new colleagues**

**Let's make an induction course part of  
the system (presentation of the  
missions and the structure of the  
European Institutions)**

**Let's improve the reception into  
Belgium (information, in particular on  
housing, introduction to the languages  
spoken in the country, etc)**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>



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**Le Renouveau pour vous**

**No to the worsening of  
our working  
environment**

**Towards clean offices that are well  
equipped, with adequate areas for  
meetings**

**No to open-plan working**

**Towards decent canteens and  
healthy food**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>



**Vote  
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**Le Renouveau pour vous**

**Put an end to the  
injustices suffered by  
post-2004 staff**

**Reclassification to the next  
higher grade, revision of low  
salary scales, respect for  
promotion guarantees**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>





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**Le Renouveau pour vous**

**Over 55s: towards a  
new career**

**Towards a true policy allowing  
staff aged 55 and over to be  
usefully employed**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>



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**Le Renouveau pour vous**

**No to the "crisis  
deduction" from our  
pensions**

**Our pensions are a right**

**We have already paid this  
deduction from our salaries**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>



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**Le Renouveau pour vous**

**No to the Council's  
attacks!**

**Let's refuse the worsening of  
conditions in the draft Statute,  
the discriminations, the  
discriminations, the curtailed  
careers**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>



**Vote  
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**Le Renouveau pour vous**

**No to the progressive  
disappearance of the  
expatriation allowance**

**The costs of expatriation don't  
reduce with time**

**On the contrary!!!**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>



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**Le Renouveau pour vous**

## European Schools

**Free places in  
Schools close to where their  
students live**

**A 5<sup>th</sup> school quickly**

**A budget adequate to ensure quality  
of teaching**

**Education is not a cost, but a  
particularly profitable investment!**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>



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**Le Renouveau pour vous**

**We are at our  
members' side, day by  
day**

**We ensure there is union  
representation in each DG**

**Concrete and reasoned claims**

**A capacity for negotiation to make  
things move**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>





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**Le Renouveau pour vous**

*We, it's you!*

**You have our ear  
(decentralised meetings, a  
bottom-up consultation  
process, embedding within  
the DGs)**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>



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**Le Renouveau pour vous**

**All players in the  
debate and of our  
future!**

**We inform you, we involve  
you in our thoughts, you  
are full stakeholders in the  
strategy!**



**Vote  
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**Le Renouveau pour vous**

**Let's dare to debate!**

**We give complete, fully  
explained information. We  
present all the elements so  
you can judge.**

**We don't produce simplistic or  
outrageous pamphlets.**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>



**Vote  
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**Le Renouveau pour vous**

**A culture and practice  
or debate**

**We have begun action on, after listening to  
you:**

- **Staff unity and common action between unions**
- **Proposals for a new policy on careers**
- **The new CDR**
- **Prolongation of contacts for AC grades to 6 years**
- **Internal competitions for AC grades and staff recruited after 2004**
- **Refusal to contractorise secretaries**
- **Involvement of staff in reorganisations**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>



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**Le Renouveau pour vous**

**A culture and practice  
of debate**

**We a respected voice because we know  
the issues!**

**We are present in all the Institutions**

**Our members come from all the DGs  
and from all over Europe.**

**We represent staff in all their diversity  
(status, origin, skills, etc)**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>



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**Le Renouveau pour vous**

**More than trade unions**

**Our vision as citizens : a Europe of  
communities in the service of the  
policy of solidarity**

**A practice of reorganisation  
(proximity, listening to staff,  
collectives, actions in common)**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>





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**Le Renouveau pour vous**

**More than trade unions**

**We federate staff (Collectives, presence in the DGs)**

**We act for the general good and not for sectional or national interests**

**We take part in a reputed think-tank (GRASPE) on the European Civil Service**

**We are militantly in favour of a European education (GUDEE)**

**We take part in a political initiative for a caring, sharing Europe**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>



**Vote  
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**Le Renouveau pour vous**

**More than trade unions**

**A multi-disciplinary team**

**Active members who are  
representative of the staff's  
diversity**

**A team with values**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>



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**Le Renouveau pour vous**

**Give us the means to  
fulfil your ambitions**

**Vote for the list**

**Near You**

**Le Renouveau pour vous**

**We will build unity the better to  
defend you**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>



**Vote  
Near You**



**Le Renouveau pour vous**

**Give us the means to  
fulfil your ambitions**

**In the face of the Council's attacks,  
let's take our responsibilities and  
strengthen staff unity**

**Vote for the list  
Near You  
Le Renouveau pour vous**

<http://u4unity.eu>

<http://www.renouveau-democratie.eu/>