



## Activity report

Over the past three years, U4U's work has been varied and multi-faceted, involving several sites, departments and institutions.

We'd like to briefly mention the fruits of our collective labor. This work was carried out at a time when we were witnessing a significant renewal of our animation teams. This renewal took place not only in the very difficult context of the pandemic, but also in a pre-electoral context concerning one of our organization's central sites - Brussels. It should also be noted that the reform of the granting of service exemptions (statutory and union) deprived our organization of a significant proportion of our permanent secondees. Finally, three of the union's leaders did not complete their mandate. This particular context underlines the merit of this report.

The overall result is a strengthening of our organization due to the combination of services provided (legal, individual cases, coaching, training), information delivered (e.g.: the Letter to members, the Link...), conferences and debates organized, claims actions carried out and, above all, a political offer that enables colleagues who joined for one of the aforementioned reasons to remain within the organization.

### ***1. Election results***

U4U has been able to articulate its various election campaigns around a program consistent with its guidelines. Our campaigns were also supported by targeted communications. These targeted communications included new themes anticipating and influencing the content of future social dialogue. We would also like to emphasize our intense presence in the field, in contact with and listening to everyone, even though the pandemic made this work more difficult.

This action achieved :

- At the Commission: in Brussels, Luxembourg and outside the Union (15% representation),
- At SEAE<sup>1</sup> (20% representation),
- In the European Parliament (8.75% representation).

This result maintains or increases our union presence at a time when other, sometimes historic, trade union organizations are disappearing from the landscape (e.g.: 4 in the Commission, 3 in the European Parliament...).

It should be noted that several of our elected representatives hold Chairmanship or Vice-Chairmanship positions at all the above-mentioned sites.

On the other hand, elected members of several regulatory and executive agencies have important responsibilities as Chairman and Vice-Chairman of their Staff Committees, with hundreds of members in their respective agencies.

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<sup>1</sup> EEAS: European External Action Service

## 2. *Number of individual cases (end September 2023)*

U4U assumes a growing role for this service, which involves several colleagues and, on a regular basis, the advice of a lawyer. It is also worth noting the generally positive results of the cases handled. The themes are extremely varied - evaluation and promotion, harassment, individual rights, end of contract, competitive examination, health insurance, school allowances, career, mobility, retirement, method, service conflict, professional incompetence... - and this makes follow-up work complex.

	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>Total</b>
<b>Cases treated</b>	237	455	341	<b>1033</b>

In addition to the 1,033 cases handled, we will be managing and monitoring "article 90"<sup>2</sup> and legal proceedings. All in all, the workload in 2023 will be five times bigger than in 2021.

## 3. *Number of members*

U4U benefits from a significant increase in membership. By September 2023, we had 2855 paid-up members.

	<b>August 2021</b>	<b>August 2022</b>	<b>August 2023</b>	<b>Evolution 2021/2023</b>
<b>Members in good standing</b>	2314	2395	2756	<b>+ 19,10%</b>
<b>Members to relaunch</b>	928	982	1115	<b>+ 20,15%</b>

## 4. *Training courses*

This is an activity that has grown considerably. U4U provides a high-quality service, both individually (coaching) and collectively (training). The result for our candidates is a higher success rate than the training and coaching offered by other organizations (one third of all successful candidates have been trained by U4U). We are currently thinking about improving our coaching services. We are also working on the creation of a training institute run by U4U.

	<b>2021</b>	<b>2022</b>	<b>2023 (end of September)</b>	<b>Evolution 2021/2023</b>
<b>Coaching</b>	118	242	165	<b>+ 42%</b>
<b>INSP training (ex-ENA)</b>	222	635	870	<b>+ 300%</b>

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<sup>2</sup> Article 90§1: Officials and, by analogy, servants of the Commission may submit to the competent authority a request for the reconsideration of a decision concerning them on the basis of substantial new facts.

## 5. The websites

Monthly averages over two years of website traffic show their impact. U4U has one of the best staff representation websites, recently redesigned, and whose source of information is based on a memory and history enriched by current thinking.

Graspe magazine is downloaded by between 15,000 and 30,000 people.

Main sites	Unique visitors	Visit
Europe Solidaire	820	875
SEAE EEAS (RS)	665	737
Graspe	800	1200
Collectif des contractuels	525	593
U4U	9608	12791

\* Nb: this Collective is independent of U4U, even though several of its leaders are members of U4U.

## 6. Social dialogue and inter-union relations

Social dialogue meetings over the last 2 years: a wide variety of topics. Our contribution has been decisive in particular for the following issues [RJoint Health Insurance Scheme \(JSIS\)](#), [teleworking](#), [harassment](#), [interpreters](#), [diversity and inclusion](#), [data protection](#), the [Junior Professional](#) program.

For 7 months, we also led the intersyndicale and its follow-up. This weekly intersyndicale is organized prior to social dialogue meetings or the organization of demand actions. Our participation is substantial in terms of drafting common positions. This activity, which is essential to quality social dialogue, required the investment of no less than 3 colleagues.

Commission	Other institutions
Human resources policy at the Commission	Framework agreement and results, ENA training <sup>3</sup> ( <i>preparation for internal competitions</i> ) (EUIPO) <sup>4</sup>
Harassment (Commission decision on preventing and combating harassment)	International schools, career development, evaluation/reclassification, hybrid work, content and approach of social dialogue (EASA) <sup>5</sup>
PMO (2022-2023)	Analysis of social climate, professional inadequacy, career prospects, agency reorganization and integration at Cadarache (F4E)

<sup>3</sup> ENA: École Nationale d'Administration

<sup>4</sup> EUIPO: European Union Intellectual Property Office (Alicante)

<sup>5</sup> EASA: European Aviation Safety Agency (Cologne)

Missions Guide	General update and review of activities, teleworking and hybrid working (EUIPO, EASA, F4E ) <sup>6</sup>
New EPSO competition model	Harassment, working hours and hybrid work, special leave Delegation (EEAS ) <sup>7</sup>
Temporary agents	New working conditions for interpreters at the European Parliament (EP), negotiations - Framework agreement between EP and trade unions and professional organisations (OSP) (European Parliament)
Junior Professionals program	Direct and collective expression of personnel : - 10/17/2022 (F4E) - 01/06/2023 (EASA) Based on the results of this exercise, a social dialogue was initiated.
Data protection	Regular meetings with the DG HR Secretariat in charge of regulatory agencies
Evaluation report (new model)	Regular social dialogue with executive agency managers
RCAM (general implementing provisions for the reimbursement of medical expenses)	
Working hours and hybrid work, discussions with the Administration over 18 months	
Regular meetings on real estate policy at the Commission	
Grange day nursery	
Covid-19 measures, weekly discussions with the Administration for 2 years	
Use of social networks	
Stop Picard	
Meetings with Commissioner Hahn, responsible for human resources and the EU budget	

The above concerns union social dialogue. To this activity must be added active participation - often in positions of responsibility - in Personnel Committee meetings (around 100 meetings a year) and Joint Committees (around 100 meetings a year). Preparatory work for social dialogue is also sometimes carried out within joint committees (e.g. CGAM<sup>8</sup>, COCEPE<sup>9</sup> ...). It should be noted that the central team comprises fewer than 20 people, all institutions included.

<sup>6</sup> F4E: European Regulatory Agency "Fusion for Energy" in charge of the European contribution to the ITER project (fusion energy) (Barcelona)

<sup>7</sup> EEAS: European External Action Service

<sup>8</sup> CGAM: Comité de Gestion du Régime Commun d'Assurance Maladie (Joint Health Insurance Scheme Management Committee)

<sup>9</sup> COCEPE: Comité mixte de gestion du Centre de l'Enfance (children's center joint management committee)

## 7. Regulatory agencies

U4U is present in a large number of regulatory agencies, in particular EASA<sup>10</sup>, EUIPO<sup>11</sup>, F4E<sup>12</sup>. Our activists play an important role not only within their agencies, but also in the coordinating structure of the regulatory agencies' staff committees (AASC<sup>13</sup>). We held a General Assembly of the staff of these agencies and defined [six key demands](#). Thanks to this action and to regular meetings with the supervisory authorities, the Commission has become aware of the problems encountered by the agencies. This awareness has paved the way for new governance, which is now becoming a reality.

U4U has been involved in major social crises at various agencies (notably F4E and EASA). Thanks to intense dialogue and constructive proposals, the crisis situations were resolved. On each occasion, our action was based on the holding, on our initiative, of "Direct and collective employee expression" sessions, which enabled us to build a social dialogue based on the perception of the problems posed and sometimes the solutions proposed by the staff concerned.

In addition, U4U is touring the regulatory agencies in response to invitations from the Staff Committees of the various agencies. At the meetings organized by these committees, U4U stressed the importance of staff representation and presented our demands. For example:

- 29/09/2022: ECHA (The European Chemicals Agency - Helsinki) ;
- 14/09/2023: EEA (The European Environmental Agency - Copenhagen).

## 8. Execution agencies

We initiated and supported a joint action with all the trade unions on the problems of executive agency staff (careers, mobility, workplaces and working environment, etc.).

Within this framework, 3 rallies were organized:

- 2 rallies were held at the main Enforcement Agencies building (*Covent Garden, Brussels*)
- 1 rally was held at the Berlaymont on [June 6](#) where a delegation met with Commissioner Hahn's Cabinet to discuss staff issues and call for a new governance structure for social dialogue involving staff representatives, DG HR, the supervisory Directorates-General (DG RTD, AGRI, CNECT...) and the Directors of the executive agencies.

## 9. Events (conferences, workshops, walks, etc.)

U4U, in its own name but also on behalf of Graspe, in association with UEF and EUStaff4Climat, has organized several conferences, on average more than 15 per year. The variety of topics chosen is designed to bring together colleagues from all Institutions and in the diversity of their areas of interest (European debates, budgetary

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10 EASA: European Aviation Safety Agency (Cologne)

11 EUIPO: European Union Intellectual Property Office (Alicante)

12 F4E: European Regulatory Agency "Fusion for Energy" in charge of the European contribution to the ITER project (fusion energy) (Barcelona)

13 AASC: Assemblés des Comités du Personnel des Agences (Assembly of Agency Staff Committee)

issues, climate, nutrition, taxation, staff rights and privileges, appraisal/promotion, retirement, working environment, health and safety at work, method, teleworking...). The substance of these conferences is published in our periodical The LINK and Graspe.

In addition, U4U organizes specific training courses for its members (History of the EU, EU, "Pacifying our working environment" workshops, etc.) and cultural "walks" in Brussels.

## **10. Miscellaneous**

- U4U's collaboration with the Collectif des contractuels, EU Staff4Climat and diversity groups.
- Ukraine: initiation and participation of U4U in inter-union action in favor of Ukrainian refugees. Several thousand refugees received support for 1.5 years (food, training, clothing, toys, etc.).