



## **AG U4U: supporting our growth by strengthening our operations**

### ***By way of introduction***

U4U was created in 2009 at the Commission in Brussels from a core group of less than 20 colleagues from a wide variety of backgrounds:

- The associative world of European schools, of which several founders of U4U were leading animators
- Trade unions, in particular US, R&D and FFPE
- [The think-tank Graspel](#)<sup>1</sup>, from which 25% of U4U's founding members originated
- Colleagues with no union ties.

The aim was to broaden the trade union offer within the European institutions in a spirit of citizenship, Europe, and unity. This trade union offer explicitly supports the European project.

From the outset, U4U has endeavoured to act as a single organization through its involvement in all locations and institutions. This has strengthened its action on behalf of the entire European civil service.

Its alliance with [USHU](#)<sup>2</sup> within the “Regroupement Syndical” has broadened its influence outside the Union.

As a result, we have been able to take into account the full range of cross-functional issues facing the civil service (status, social dialogue, careers, professions, mobility, remuneration, health and well-being, working conditions and working hours, diversity/inclusion, schools-nurseries-childcare centres, canteens, etc.).

U4U's action is always accompanied by its newspapers and periodicals, which target specific staff sectors: [NoXylo](#), European Education, [La Circulaire](#), [La lettre pour Eurocontrol](#), La lettre du SEAE<sup>3</sup>, the [LINK](#), and [Graspe](#). These periodicals are complemented by websites - [U4U](#), [Graspe](#), le [Collectif des contractuels](#), Europe solidaire, PCE<sup>4</sup>, - and support for European civil service citizen actions ([EUStaff4Climate](#), Ukraine, GUDEE<sup>5</sup>) ... Finally, in addition to this permanent access to information, we offer staff services (individual training/coaching, handling of individual cases with legal support where necessary).

For example, U4U exists and acts at the Commission in Brussels, Luxembourg and outside the Union (15% representation today for the Commission as a whole), at the EEAS (20% representation today), at the European Parliament (8.75%), and within regulatory and executive agencies, with hundreds of members and a number of elected representatives. Unstructured groups of members are also present elsewhere.

**U4U informs, proposes, dialogues, and acts in the interests of the civil service and its employees.**

***And now, how can we better coordinate***

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<sup>1</sup> Graspel : Reflection group on the future of the European public service  
<sup>2</sup> USHU : Non-Union Trade Union Unit  
<sup>3</sup> SEAE : European External Action Service  
<sup>4</sup> PCE: European Citizens' Platform  
<sup>5</sup> GUDEE : Unitary Group for the Defense of European Schools

After our general meeting, we will continue with the same paradigm of a single, unitary, and decentralized union, improving coordination.

We encourage the active participation of elected representatives and members in our organization.

In addition to our existing meetings of the General Secretariat<sup>6</sup>, the Trade Union Council<sup>7</sup> and the Board of Directors<sup>8</sup>:

- The holding of bilateral **liaison meetings at least ten times a year** between the Secretariat General (responsible for each sector and activity) and members of each agency, parliament, foreign service, Luxembourg, etc.
- An Annual **General Meeting** is held once a year.

**The presence of participants from all departments and areas of intervention at these various meetings is constructive and therefore encouraged.**

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<sup>6</sup> **General Secretariat** meetings held at least **once a week** (seconded staff and key managers from various locations and departments)

<sup>7</sup> **Union Council** meetings with contact persons and joint committee members, **once a week**. Union members can propose and participate in agenda items.

<sup>8</sup> **Board** meetings at least **twice a year**