



Union for Unity – Union pour l'Unité AISBL
Trade union group - Regroupement syndical

Basing U4U action on values and principles

U4U has drawn up a document, the foundation of our identity, which summarizes our uniqueness and articulates our program and guidelines: U4U Principles and Values. This document is a reference for those who wish to join U4U. To become a member is to adhere to the union's approach, as set out below.

1. A citizen's and European union

- a. U4U is a civic-minded, European trade union that places employees' participation at the heart of its work. We always work in a spirit of constructiveness and transparency. Staff are kept informed of our texts, proposals and results (e.g., the monthly newsletter "Le Link", website), and can discuss them at our internal or external conferences and meetings.
- b. European construction is at the heart of our raison d'être. We clearly link our union action to the European project. Through the regular publication of the think-tank magazine GRASPE, regular training courses and seminars on issues of European interest, and the documented elaboration of constructive proposals, we are constantly acting in the interests of the European project.
- c. Our proposals are not only useful to the staff, but also to the institution, as one cannot go without the other.

2. A union in favor of unity

Unity makes us stronger. We are fighting for staff unity, to create solidarity between all categories and professions.

3. A union committed to diversity and equal treatment

- a. We fight for a policy of diversity and inclusion in all its dimensions. Whether societal, social, or cognitive, inclusion values diversity and advocates an approach in favour of equal treatment for all European civil servants. Acknowledging the intersectionality of diversity means fighting against all forms of discrimination in the workplace and acting to unite the workforce.
- b. U4U acts with concrete proposals to combat precarious situations, disparities, and discrimination.

What unites us is a common European culture of solidarity and respect for diversity.

4. A union with a holistic approach to our business

- a. We are opposed to opening up our Staff Regulations, which would lead, as in the past, to unfavourable reforms in all aspects of staff working conditions and remuneration. Further reform would weaken the European civil service.
- b. We are striving for active, participative management of staff careers. The administration must resist the temptation to do more with less, respect each of our professions and recognize the quality of our work.
- c. We also work to protect wages, health, social security, promotion, and pension conditions. We're also here to help you with all the procedures you need effective support with. In doing so, we take care of all our working conditions.
- d. We defend the statutory right to care for our children in crèches, kindergartens, nurseries, and European schools. We advocate quality educational provision for all, in all places of employment, with sufficient resources for its implementation.

5. A union committed to effective, constructive social dialogue

High-quality social dialogue reflects a society governed by values of mutual respect and partnership. It is also in line with the recommendations of the Charter of Fundamental Rights of the European Union and the European Social Charter (principle 8).

- a. We are calling for an improvement in the resources available to staff representatives, and a strong resumption of social dialogue with management.
- b. The scope of social dialogue must be broadened to cover all aspects of our working life (including, for example, budgetary issues, mobility policy, buildings policy, European schools, etc.).
- c. Social dialogue cannot be limited solely to "top-down" consultations between the administration and the Staff Committee and trade unions, or to "pulse surveys" launched by the administration to all staff. Staff expression must be made possible at all levels of the institution, in all departments and services, as close as possible to colleagues. In the same vein, the agenda for social dialogue should also be set by proposals from staff representatives, or by staff themselves, based on the conclusions of meetings at which employees express themselves directly and collectively.

The strength of our union team lies in taking responsibility based on a unique commitment, team spirit and merit, disconnected from any administrative reference to status (END, JPP, trainees, local agents, AC, AT, civil servant, ASN) and grades (AST-SC, AST, AD, GF).