



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

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 Graspe¹](#), 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 [USHU²](#) 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 SEAE³, the [LINK](#), and [Graspe](#). These periodicals are complemented by websites - [U4U](#), [Graspe](#), le [Collectif des contractuels](#), Europe solidaire, PCE⁴, - and support for European civil service citizen actions ([EUStaff4Climate](#), Ukraine, GUDEE⁵) ... 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%

¹ Graspe : Reflection group on the future of the European public service

² USHU : Non-Union Trade Union Unit

³ SEAE : European External Action Service

⁴ PCE: European Citizens' Platform

⁵ GUDEE : Unitary Group for the Defense of European Schools

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

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 Secretariat⁶, the Trade Union Council⁷ and the Board of Directors⁸:

- 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.

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

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

⁸ **Board** meetings at least **twice a year**