

For a renewed
Sense of Dignity
Because Staff Matters

**Vote List
N°12**

**US
PE**

**Union
Syndicale**
Parlement Européen

OUR PRIORITIES

(AKA always ask how your staff representatives voted on the issues, which are of interest to you)



WE WANT TO SEE a renewed sense of dignity amongst Colleagues through a strong trade union presence, which is the only counterbalance to the power of the administration;

WE ARE YOUR VOICE whenever you are too shy/too harassed/too frustrated to speak for yourself;

WE OPPOSE politicisation of employment in the European Parliament, which has become prevalent; we want the **vacancies published to be true vacancies**, not just fig leaves for decisions already taken;

WE PROTECT our private life at the workplace. There has been a lot of intrusion in our private lives recently and we want it to never repeat itself. Our medical data is our privacy sphere, the employer's access to it should be minimal, limited to what is strictly necessary for performing their administrative tasks;

WE ARE THE TRADE UNION THAT IS TRULY DEFENDING contract agents: we believe the only true way to defend Colleagues employed on contracts is to end this duality of employment in the European Institutions by having their jobs **INTERNALISED**: equal employment conditions should be offered for equal work.

Currently the same kind of permanent job is done by people in different employment situations: officials with job security and higher salaries on one hand and contract agents with lower salaries and a precarious job situation on the other. We realise that the situation might be convenient for some managers who fear managing officials, but the solution should be appropriate training for those managers in management skills and not multiplication of job precarity.

We have demanded from the administration (and we hope to carry this demand through if a new, different majority in the Staff Committee is formed) the **MULTIANNUAL RECRUITMENT PLANS**, which would enable staff representation to have a say on the access of contract agents to **INTERNAL COMPETITIONS** and for Colleagues employed on contracts to better prepare their future. **WE DO NOT WANT** internal competitions ad hoc, without consulting the Staff representation – we have legal prerogatives, we just need **MEMBERS WITH STRONG VOICE** in the Staff Committee who will have the courage to use these prerogatives;

WE LISTENED to the Colleagues in Luxembourg whose salaries are below the minimum wage and **WE OBTAINED** the exclusion from their salaries' calculation (for the purposes of the special allowance) of the expatriation al-

OUR PRIORITIES

lowance, which resulted in a considerable increase of their income. **WE ARE AWARE** of the purchasing power disparities between Brussels and Luxembourg and we support the introduction of an **accommodation allowance**;

WE DEFEND teleworking, including the possibility of teleworking from abroad – teleworking has proved to be a wonderful opportunity for **LESS STRESSFUL WORKING CONDITIONS. YOU WERE 86 % TO REPLY TO OUR SURVEY** declaring you were pleased with the previous flexible arrangements. We listened and we introduced the necessary amendments. We hope to take up the topic of flexible teleworking again if a more favourable majority in the Staff Committee is formed. **WE ARE WAITING FOR A SECRETARY GENERAL** revision allowing for a possibility (at least limited in time, but automatic) of **TELEWORKING FROM ABROAD**, as already offered by other Institutions and agencies. The European Parliament needs to catch up with modern ways of working if it pretends to stay an attractive employer;

WE ARE ASKING for **simplification of the EP's internal procedures** and we are ready to work with the administration towards reducing red tape, with a view of improving efficiency and effectiveness in the house. We need a new quality of administration;

WE OPPOSE the current policy of **shared offices**, which undermine productivity, and are a source of employees' psychological burdens through a feeling of lack of privacy, incessant noise and distorted lines of communication. There are other, better ways of socialising with your Colleagues than constantly listening to their phone conversations. This situation touches many professional groups, but in particular **translators and translation assistants**, who not only struggle with increasing and nearly impossible to comply with performance demands, but also with shared offices, who do not allow them to properly perform their work requiring high concentration;

WE BELIEVE it is **urgent to truly internalize security agents and drivers**, whose jobs are of permanent nature. DG SAFE – a Directorate General where the majority of staff are on precarious jobs, fingerprinting daily (!) to access their workplace, performing their tasks in cold and rain without convenient shelter, while the managers enjoy job security - must be dysfunctional. We believe that, in line with their professional experience, these Colleagues should be offered at least AST 1 positions;

WE ARE ASKING for full recognition of and more resources to the legislative DGs, which represent the core business in the house;

WE ARE IN FAVOR of **vertical mobility**, where people move **upwards** through promotions, and taking on new responsibilities: The current system of forced horizontal mobility has caused a lot of suffering and should be ended;

WE BRING TO THE TABLE the **DISCUSSION** on improving the working conditions in **the EPLOs**, including the issue of fair salaries for Colleagues with abnormally low correction coefficients;

WE FIGHT for **fair and transparent certification procedures**, where all deserving Colleagues (and we know there are many) can find a valid way of career progression;

WE HAVE ADVOCATED for and continue to fight for career development opportunities of **AST/SC Colleagues**, we have brought their case to the attention of the EP President and will follow through;

WE ARE FIGHTING against all forms of **harassment and discrimination** at the workplace. In particular we are very worried by the recently adopted rules on the application of article 27 of the Staff Regulations pertaining to geographical balance. We believe that limiting the concept of geographical balance to people under forty years of age, will indirectly lead to **discrimination on the basis of age** in recruitment and promotion procedures, as well as to distortions in geographical balance at management level;

WE WANT MORE transparency in the Staff Committee: every Colleague should have access to information on how their representatives voted and what positions they defended during the meetings through access to recordings - we are proud of our work for Colleagues and we do not fear scrutiny; we also want to see **a fair and proportional representation of trade unions in committees and advisory bodies**;

WE ADVOCATE for more **parents' oversight** of the European schools;

WE PROPOSE a **reform of the sickness insurance scheme**: we are in favour of a European Membership Card, we want to see the budget of the sickness fund in balance and timely and correct reimbursement of costs incurred (including direct payment of high costs);

WE VOICE OUR SUPPORT for Strasbourg for all who wish to and can attend the parliamentary session, as was the case in the past, not only for the **EP "aristocracy"**;

How USPE is different?

Field actions

Active listening

Solidarity

Social negotiations
and consultations

Support to our Members
and Colleagues

Trade unions bring individuals together so as to **uphold collectively the interests of all**. Trade unions are the natural, legitimate and time-honoured guardians of staff interests, because a trade union is an organisation of and for staff. The European Union needs its institutions, its institutions need staff, staff needs trade unions and so does the EU.

We have experts who can explain the rules and regulations applicable in each Institution and ensure that its members are made aware of the rules in force. We are there to help and advise those of its members who experience problems, and to represent them in dealings with the administration if necessary, keeping individuals' names out of it if they prefer. We help our members with official applications and the lodging of complaints or appeals. We offer quality trainings, wellbeing seminars, professional legal help, attractive insurance rates and advantageous notary rates.

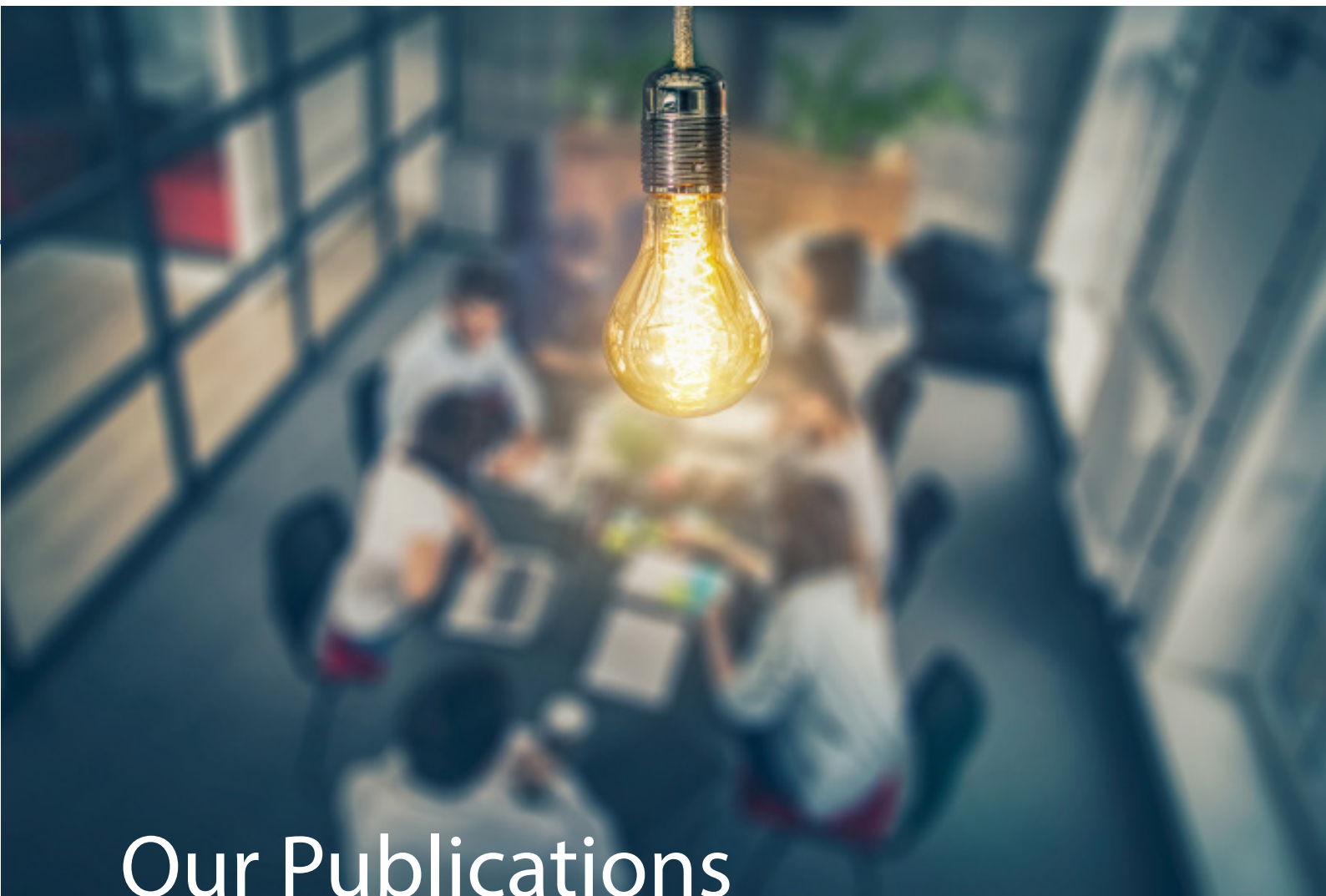
Union Syndicale's history goes back to 1973, we are the biggest trade union in the European Institutions, **counting over 10 000 members**, and the only one who is a member of the European Public Service Union (EPSU) representing 8 million public service workers organised in 260 trade unions across Europe.

In the course of its long history, Union Syndicale has achieved:

- insertion into the Staff Regulations of the right of staff to belong to a trade union;
- recognition in the Staff Regulations that unions can make agreements on behalf of staff, can negotiate solutions to conflicts on their behalf and, if necessary, organise strike action;
- adoption of the successive Methods for adjusting the salaries and pensions of officials: 1972, 1976, 1981, 1991 and 2004; from 1991 to 2009 salaries have risen by 50% without conflict.

Our objectives

- To make new proposals to ensure sustainability, competence and independence of the European Staff;
- To inform all staff on administrative projects and decisions;
- To be present and available in all circumstances (legal support, legal action, support, etc.);
- To foster a network to better defend all colleagues.



Our Publications

- Legal Newsletter Staff Matters
- Agora Newsletter
- Leaflets and ad hoc publications

List N° 12

For a renewed sense of dignity



Urszula Mojkowska



Bogdan Rogin



Eleni Malouta



Carmen Dumitrascu



Arnaud Rehm



Hakan Bolukomini



Ahmet Gashaj



Monika Lazaruk



Yassen Dimov



Alexandru Niculescu



Emilian Manda



Anna Dembek



Wojciech Danecki



Rita Calatozzolo



Daniel Florin Neculoiu



Linda Moldovan



Alin Tudor



Eduardo Sa



Agnieszka Bozyk-Mazurenko



Claudio Bernunzio



Petrica Baragan



Marek Kolodziejski



Malgorzata Grajewska



Eduardo Jose Sobrino-Cue



Yassine Temani



Michele Manigrasso



Rudolfs Verdins



Rachid Hasnaoui



Mariusz Maciejewski

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Because Staff Matters



**Union
Syndicale
Parlement Européen**

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Vote for List N°12

Trade unions are the only real counterbalance to the power of the administration, that is why we ask for your vote for the biggest federal trade union organisation in the EU Institutions. Solidarity is our business: we will fight for your rights and stand for you whenever you need us.



UNION SYNDICALE PARLEMENT EUROPEEN (USPE)

<input type="checkbox"/>	1	Mojkowska Urszula Karolina	AD	WAR
<input type="checkbox"/>	2	Rogin Tudor Bogdan	AD	LUX
<input type="checkbox"/>	3	Malouta Eleni	AST	BRU
<input type="checkbox"/>	4	Dumitrascu Carmen Elisabeta	AA	BRU
<input type="checkbox"/>	5	Rehm Arnaud Michel	ASTSC	BRU
<input type="checkbox"/>	6	Bolukomini Hakan	AA	BRU
<input type="checkbox"/>	7	Gashaj Ahmet	AA	BRU
<input type="checkbox"/>	8	Lazaruk Monika Laura	ASTSC	BRU
<input type="checkbox"/>	9	Dimov Yasen	AST	BRU
<input type="checkbox"/>	10	Niculescu Alexandru	AA	LUX
<input type="checkbox"/>	11	Manda Emilian	AA	LUX
<input type="checkbox"/>	12	Dembek Anna	AST	BRU
<input type="checkbox"/>	13	Danecki Wojciech Jan	AA	BRU
<input type="checkbox"/>	14	Calatozzolo Rita	AD	BRU
<input type="checkbox"/>	15	Neculoiu Daniel Florin	AA	LUX
<input type="checkbox"/>	16	Moldovan Linda Ioana	AD	BRU
<input type="checkbox"/>	17	Tudor Alin Ionut	AA	BRU
<input type="checkbox"/>	18	Sa Eduardo Samora	AA	LUX
<input type="checkbox"/>	19	Bozyk-Mazurenko Agnieszka	AST	BRU
<input type="checkbox"/>	20	Bernunzio Claudio	AA	BRU
<input type="checkbox"/>	21	Baragan Petrica	AST	BRU
<input type="checkbox"/>	22	Kolodziejski Marek	AD	BRU
<input type="checkbox"/>	23	Grajewska Malgorzata	AD	BRU
<input type="checkbox"/>	24	Sobrino-Cue Eduardo Jose	AA	BRU
<input type="checkbox"/>	25	Temani Yassine	AA	BRU
<input type="checkbox"/>	26	Manigrasso Michele	AA	LUX
<input type="checkbox"/>	27	Verdins Rudolfs	AD	BRU
<input type="checkbox"/>	28	Hasnaoui Rachid	AST	STR
<input type="checkbox"/>	29	Maciejewski Mariusz	AD	BRU