Union
Syndicale
Parlement Européen

VOTE
LIST
Nº 11

FOR A TRUE SENSE OF DIGNITY!



USPE
The Union that Acts!



For over 50 years, USPE – part of Union Syndicale Fédérale has stood at the heart of the European public service. Not a slogan. Not a temporary electoral list. A movement built on solidarity, persistence, and real victories.

Colleagues deeply value the benefits offered by the EU Institutions and often see them as a result of the employer's generosity and goodwill. It is worth remembering that many of these benefits were achieved through the collective efforts of past strikes and other industrial actions, led by Union Syndicale – an important part of our shared history that not everyone is always fully aware of.

Among the three big families of international organisations (EU Institutions and agencies, Coordinated Organisations and United Nations), the European Union staff still enjoys the best conditions of work and the highest salaries.

Knowing that EU Member States wanted to scrap the pay adjustment method some 45 years ago and that we not only managed to keep it but that it is in the Staff Regulations until agreement on a new one is reached is an almost unbelievable success story. The same is true of the 16% expatriation allowance which Member States wanted to abolish some 40 years ago and which we were able to keep.

Following years of hard work, industrial action and successful negotiations, the trade union movement, with Union Syndicale at the forefront, has achieved significant improvements. However, many colleagues still face serious challenges: unfair contracts and pay, politicised competitions, frustrating advancement processes.

USPE is the Trade Union on the ballot That Acts.

Vote list Nº 11. Vote USPE.

What we have won over the years:

- Union rights, negotiation rights, right to strike
- Protection of purchasing power (salary adjustment method)
- Safeguarding pensions, allowances, social benefits
- Reduced working time without salary loss
- Stronger family leave rights
- Teleworking – including from abroad
- Fairer, more transparent working conditions
- Increased net pay of Contract Agents FG I in Luxembourg who were paid below the minimum wage.
- Introduction of an Accommodation allowance for Luxembourg to correct the gap in purchasing power

OUR PRIORITIES

What are our priorities in the European Parliament:

WE WANT TO SEE a true 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 when you struggle to speak for yourself.

WE OPPOSE politicisation of employment in the European Parliament, which has become prevalent.

WE WANT GREATER transparency in the Staff Committee. Every colleague should have access to information on how their representatives voted and what positions they defended. This includes access to meeting recordings, administration proposals and amendments. We are proud of our work and have nothing to hide.

So far our proposals for increased transparency were rejected by all other trade union lists in the Staff Committee, except Pluralist.

We also demand fair and proportional representation of trade unions in all committees and advisory bodies.

WE PROTECT our private life at the workplace. Our medical data is private data. The employer's access to private data should be limited to what is strictly necessary.

WE DENOUNCE contractual insecurity in the European Parliament done under the pretext of flexibility and economic difficulties. Many of these contracts cover structural, not temporary, human resources needs. This trend leads to increasing job insecurity, making a significant proportion of European civil service staff vulnerable.

WE ARE THE TRADE UNION THAT DEFENDS contract and temporary agents. USPE believes the only effective way forward is to end the two-tier employment system in the European Institutions by internalising their posts. Equal work must mean equal conditions.

WE DEMAND multiannual recruitment plans. Multiannual plans would enable staff representatives to have a real say in contract agents' access to competitions and allow colleagues on contracts to plan their future with greater certainty – because only pluriannual planning makes it possible to properly assess the real needs of the Institution.

We reject organisation of competitions without consulting staff representation first. We already have the legal tools – we need strong, courageous members in the Staff Committee who are ready to take action. **USPE is the Union that Acts.**

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 allowance, which resulted in a considerable increase of their income.

WE ARE AWARE of the significant purchasing power disparity between Brussels and Luxembourg. Thanks to the strong support of the Budget Committee and the European Parliament Bureau, USPE successfully secured the introduction of an accommodation allowance in Luxembourg – a hard-won achievement. Nevertheless, a substantial gap in real purchasing power persists between the two locations and must urgently be addressed through appropriate measures.

WE DEFEND teleworking, including the possibility to telework from abroad. It has proven to be a valuable tool for less stressful and better work-life balance.

Through surveys, regular engagement with the administration, and open Staff Committee debates, USPE has consistently been your voice on this issue.

We achieved the reintroduction of monthly average for teleworking days (instead of weekly), increase of the number of teleworking days from abroad to 10 + a possibility of 10 medical days, and strongly

OUR PRIORITIES

supported three days of teleworking per week on average.

This is not an obligation, but a possibility for colleagues who need it during certain periods. As a compromise, the administration agreed to offer three days of teleworking as a derogation upon request by the Director-General. DG TRAD has already benefited from this, and we are proud of our contribution.

USPE is now proposing to extend this measure to DG ITEC and DG EPRS, taking into account the specific nature of their work, and make it a permanent measure for DG TRAD, not only a derogation from the rules.

In response to rising fuel prices, we have actively called for extended teleworking to help mitigate the increased cost of commuting. These increases disproportionately affect lower-income colleagues, who often live further from the workplace to reduce the rent costs.

WE DEFEND DG LINC and denounce the continuous erosion of the number of permanent officials, massively replaced by temporary and contract staff and even freelance contracts. Obligatory mobility wipes out accumulated expertise and forces the constant training of new staff, to the detriment of service quality and the transmission of knowledge. In certain services, particularly in the Directorate for Conferences, which includes ushers and technicians, the workload continues to increase while the number of stable staff keeps declining.

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WE SUPPORT the contractual stability for staff in DG COMM. Contract and Temporary agents should be offered a career perspective. Workload should take into account the available human resources.

WE ARE CALLING for a genuine simplification of the EP's internal procedures. We are ready to work constructively with the administration to cut red tape and improve efficiency and effectiveness across the institution.

WE OPPOSE the current policy of shared offices, which undermines productivity and creates unnecessary psychological strain on colleagues.

USPE recognises that this issue concerns many professions, but it affects translators and translation assistants in particular. They are confronted with continuously rising performance expectations while often working in conditions that make sustained concentration and excellent performance very challenging. We are happy that the recent expansion of teleworking for translators was achieved thanks to our support.

WE BELIEVE it is urgent to internalise security agents, drivers, movers and ushers as their functions are of a permanent nature, but they are employed in the lowest grades of Contract Agent FGI.

In DG SAFE the majority of staff are on precarious contracts, required to fingerprint daily to access their workplace, and often work outdoors in cold and rain, while managers enjoy stable careers. When DG SAFE contract staff were financially penalised for their medical situation, USPE stepped in and is bringing the case to the European Court of Justice.

Drivers are understaffed with an increased workload, often without breaks, working extra hours.

WE DEMANDED greater recognition and more resources for the legislative DGs, which form the core business of the institution – and we delivered.

However, colleagues in these DGs must be able to access management and top management positions. Their careers should not be blocked by the political parachuting of candidates.

WE ARE IN FAVOR of vertical mobility – allowing colleagues to change jobs by advancing through genuine promotions and new responsibilities.

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 also believe that particular attention should be given to our EPLO colleagues regarding mobility. For them, any mobility exercise necessarily involves a cross-border relocation, which entails specific personal and practical difficulties that deserve to be fully taken into account.

WE FIGHT for fair and transparent certification procedures that offer all deserving colleagues a genuine path to career progression. It is unfair and unacceptable that criteria for performing AD tasks currently vary from one manager to another. These criteria must be streamlined and applied consistently across the entire institution. To this end, we demand a clear procedure allowing AST colleagues who carry out AD-level tasks to have those tasks officially recognised and marked in their staff reports.

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

WE ARE FIGHTING AGAINST all forms of harassment and discrimination at the workplace.

WE DEMAND that the Institution publishes **comprehensive statistics on geographical balance**. These should go beyond the current "raw" figures and include a clear breakdown of management posts by nationality. Only transparent and detailed data can give a fair and accurate picture of the real situation. These detailed statistics should also constitute a criterion in recruitment, promotion, and management decisions.

WE ADVOCATE for more parents' oversight of the European schools and a Staff Committee which engages with the Secretary General of European Schools.

WE PROPOSE a reform of the sickness insurance scheme. USPE is 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 urge JSIS to simplify its procedures and to find a practical solution that allows staff to access the JSIS app without an EU Login.

WE SUPPORT full access to Strasbourg for all colleagues who wish to attend parliamentary sessions, as was the case in the past - not only for a privileged minority.

Staff numbers in Strasbourg should be increased in line with the Treaty, which establishes it as an official seat of the European Parliament.



Tired of a staff representation that can't deliver?
Tired of lack of transparency?

So are we!

Real change needs real negotiation – and only trade unions can negotiate with the administration.

The Staff Committee can advise, but it is only a consultative body.

Electoral lists who are not trade unions are not parties to the Framework Agreement. They cannot launch nor join concertation. Their promises cannot be fulfilled.

And USPE is a trade union. A willing one – the best proof being that, in the EP, we were the one union to launch several concertation attempts. But others blocked!

If you want a true Trade Union fighting on your side, vote USPE.

CONCERTATION: Your Real Power at Work

What is concertation?

It's the official negotiation between the EP administration and trade unions and staff associations active at the EP, where both sides sit down and try to reach agreements, described in detail in the Framework Agreement signed on 12 July 2024[1].

Important fact.

In almost all EU institutions, concertation is the normal way of working. Only in our Institution is concertation almost never used, because it is systematically blocked by the majority of trade unions!

And staff pay the price: no counterbalance to administrative power, no real social dialogue, no real protection.

Why is this the only way that works?

The Staff Committee can only give opinions. The administration can listen… and then ignore them. It's not binding.

Only trade unions have the legal right to sit at the real negotiation table. They are the only ones who can force the boss to discuss and bargain.

How do unions get this power?

To have the full right to negotiate through concertation, a union needs at least 1/3 of the votes in the Staff Committee elections to start the concertation process. USPE will fight for this.

Why your vote is so important?

Your vote gives USPE the strength they need to negotiate for you. More than 1/3 = real power to launch concertations. Less than 1/3 = we cannot act.

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[1] https://epintranet.in.ep.europa.eu/files/live/sites/epintranet/files/human-resources/rules-rights/rules-staff-rep/tu-po-framework-agreement_en.pdf

OUR OBJECTIVES

Simple truth:

A strong union vote
= real negotiations
and a stronger staff voice.

A weak union vote
= no real talks and
decisions made without you.

Your vote matters.

Vote for USPE so we can finally have real negotiations and better conditions for everyone.

Let's win it together!

What is Concertation?

About careers, working conditions & rights

Official negotiations between EP administration and recognized trade unions and staff associations

Why is it the ONLY way?

Staff Committee = only gives opinions (non-binding)

Administration can ignore them

ONLY recognized Trade Unions or staff associations can negotiate

Concertation: Your Real Power

Important: Only Trade Unions can do it

Electoral lists are NOT trade unions or staff associations – cannot start or conduct concertation

They have no legal right to the negotiation table.

How to get this power?

Need at least **1/3** of votes in Staff Committee elections

Only then can trade unions negotiate for you

Why Your Vote Matters

Strong vote (>1/3) = Real negotiation power
Weak vote = Administration decides alone

Vote for the Union that Acts – Get Real Negotiations

USPE

Union Syndicale Parlement Européen

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FOR A TRUE SENSE OF DIGNITY!


Urszula **MOJKOWSKA**


Bogdan **ROGIN**


Arnaud **REHM**


Yasen **DIMOV**


Eugen **POPESCU**


Alexandru **NICULESCU**


Mohamed **SALEH**


Jamal **ANAFLOUS**


Monika **ŁAZARUK**


Dana **CHIRU**


Stefan **MANEV**


Bogdan **TARMIGAN**


Yassine **TEMANI**


Daniela **DANCIU**


Anton **SPITERI SHAW**


Agnieszka **BOŻYK-MAZURENKO**


Manus **CARLISLE**


Alan **KECKES**


Margarita **MEGALLY**


Andreea **COJOCARU**


Christos **KOUTROUMPAS**


Marek **KOŁODZIEJSKI**


Merouane **BEKHTI**


Jeremy **KOENER**


Mihai Daniel **TILICA**


Irene **VERNACOTOLA**


Adrian **PATRASCU**


Danny **DE PAEPE**


Eduardo **SA**

USPE Support Team


Eleni **MALOUTA**


Rachid **HASNAOUI**

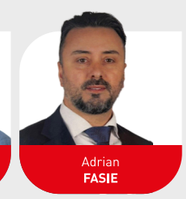

Jose Eduardo **SOBRINO-CUE**


Erika **SCHULZE**


Daniel Florin **NECULOIU**


Petrica **BARAGAN**


Claudo **BERNUNZIO**


Adrian **FASIE**


Joel **MORGENROTH**

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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.



☒ **List 11 –** USPE Union Syndicale Parlement Européen

- ☐ 1 **MOJKOWSKA** Urszula AD BRU
- ☐ 2 **ROGIN** Tudor Bogdan AD LUX
- ☐ 3 **REHM** Arnaud AST/SC STR
- ☐ 4 **DIMOV** Yasen AST BRU
- ☐ 5 **POPESCU** Eugen AA BRU
- ☐ 6 **NICULESCU** Alexandru AA LUX
- ☐ 7 **SALEH HOUSSEIN** Mohamed AA BRU
- ☐ 8 **ANAFLOUS** Jamal AA BRU
- ☐ 9 **ŁAZARUK** Monika Laura AST/SC BRU
- ☐ 10 **CHIRU** Dana-Georgiana AA BRU
- ☐ 11 **MANEV** Stefan AD BRU
- ☐ 12 **TARMIGAN** Bogdan Constantin AA BRU
- ☐ 13 **TEMANI** Yassine AA BRU
- ☐ 14 **TILICA** Mihai-Daniel AA LUX
- ☐ 15 **SPITERI SHAW** Anton Joseph AA BRU
- ☐ 16 **PATRASCU** Adrian AA STR
- ☐ 17 **CARLISLE** Manus AA BRU
- ☐ 18 **KECKES** Alan AA BRU
- ☐ 19 **MEGALLY CASSAR** Margarita AD LUX
- ☐ 20 **COJOCARU** Georgeta-Andreea AA STR
- ☐ 21 **KOUTROUMPAS** Christos AD LUX
- ☐ 22 **KOŁODZIEJSKI** Marek AD BRU
- ☐ 23 **BEKHTI** Merouane AA BRU
- ☐ 24 **KOENER** Jeremy Ronald Andrew AA BRU
- ☐ 25 **DANCIU** Daniela Adina AST LUX
- ☐ 26 **VERNACOTOLA** Irene AST/SC BRU
- ☐ 27 **BOŻYK-MAZURENKO** Agnieszka AST BRU
- ☐ 28 **DE PAEPE** Danny AD The Hague
- ☐ 29 **SA** Eduardo Samora AA LUX

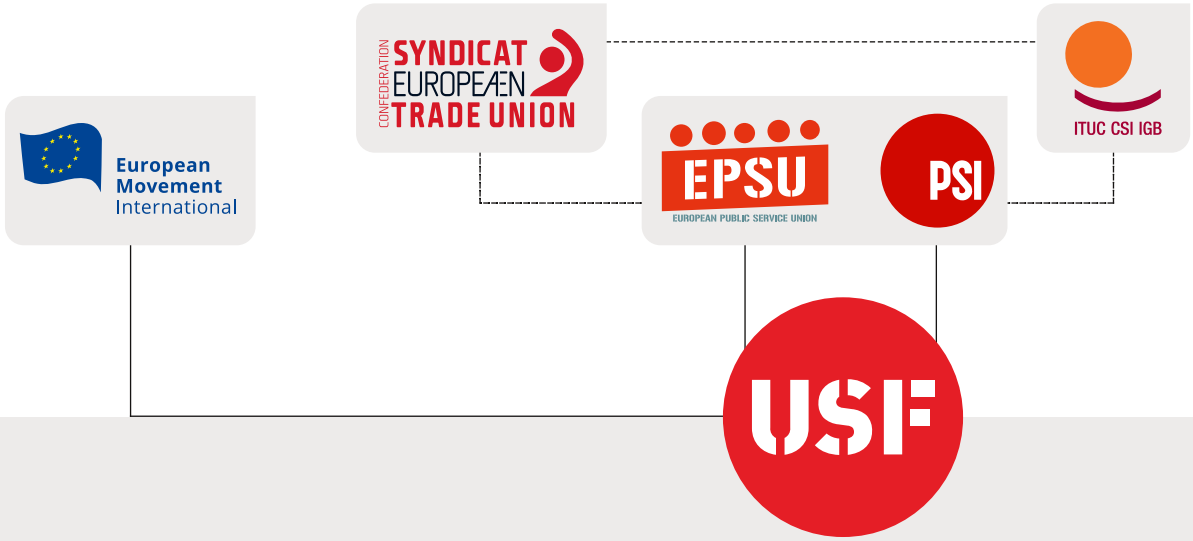
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Federal Structure



Union Syndicale Fédérale

EU (community)

RESEARCH

- **US Ispra**
- **EPSU Fusion**
- **US Petten**

USF
Luxemburg

- **US-PE** — European Parliament
- **EPSU** — Court of justice

AGENCIES

- **US Cedefop** — Thessaloniki
- **US Eurofund** — Dublin
- **US ETF** — Torino
- **US OSHA** — Bilbao
- **US Eurojust** — Den Haag
- **US EASA** — Köln

US
Bruxelles

- COM
- Conseil
- SEAE
- CESE/Cdp
- Agencies
- Eurocontrol Bxl
- European School

- **US Institut universitaire** — Firenze
- **IPSO** — ECB Frankfurt

other than EU (non-community)

- **SACE Council of Europe** — Strasbourg-Bruxelles
- **SOFAJ/GDFJW** — Paris-Berlin

EPO

- **SUEPO** — Den Haag
- **SUEPO** — Berlin
- **SUEPO** — Wien
- **US Eurocontrol** — France