



European Public Service Union
Union pour le Service public européen
Cour de Justice

25 February 2008

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Resolution

adopted by the ordinary General Meeting of the members of EPSU CJ USPE held on 21 February 2008

for a democratic representation of all the staff

► For a real social dialogue

Social dialogue assumes **social partners independent** of one another, that is to say:

- the institution, on the one hand, and
- trade unions and staff associations (*OSP*), on the other.

The mere consultation of the **Staff Committee**, a body created by the will of the legislator/ employer, offers only a poor substitute for and an illusion of social dialogue.

Genuine social dialogue requires **representative** unions, founded on a number of members paying at a level which will ensure them autonomy of resources. Failing which, there is a risk of creating 'house' unions, feeding off the employer.

A **democratic union** cannot reduce itself either to being an accessory of the Staff Committee or a conduit for decisions adopted by a centralist and authoritarian organisation.

► For a democratic Staff Committee representing the entire staff

The majority of the Staff Committee has skilfully blamed the ineffectiveness of its activities on pluralism and freedom of expression within the Staff's representation.

After abolishing, in practice, the customary rule that the joint bodies be **composed on a proportional basis**, it attempted to abolish it also in law.

The infringement of minority rights undermines, at the same time, the ability of the entire staff to assert its collective rights, when these happen to conflict with the partisan interests of the group 'in power'.

► (Re) building solidarity between generations

New divides have been added to the already existing ones (*e.g.*, old vs. new Staff Regulations, old vs. new Member States). With the creation of **contract staff**, the highest salary has become tenfold the lowest one.

It is in that difficult environment that we need to (re)build solidarity between the generations, so as to be able to defend, soon, our method for the adjustment of remuneration, our method for keeping our pension scheme in balance, as well as the guaranteed rates of vacant posts.

If our solidarity is **primarily addressed** to new colleagues, with least job security and least well paid, it cannot work unless it involves the others, namely the older, 'secure' and well paid staff.

That is why we appeal to all democratic colleagues to join our union. ✍