

Changing policies, not just persons!

EPSU-CJ is proud to present for these elections a union team

- Which covers the widest range of nationalities (11)
- Which combines
 - o The longest **experience** both in Staff Committee (3 former members) and trade union representation (counted in decades)
 - o With the widest **renewal**, by putting forward the greatest number of new candidates recruited under the new Staff Regulations *and* aware of their rights;
- Expert trade unionists willing to use their experience in serving the interests of *the new* and *less well-off* colleagues; *simply because*:
 - o *Solidarity has meaning only if it is directed from the better-off to the worse-off, and not vice-versa;*
 - o *Without solidarity between generations there is no future.*

In our list there are no 'independent' candidates. Why is this so? Because colleagues who join us are integrated naturally into our structure, which is accessible, transparent and democratic; and which has nothing to hide and no-one pulling the strings behind it!

We have not set out a lengthy 'catch-all' **programme**.

Why? Because we have been busy trying to defend **basic principles** (such as independence, democracy, transparency) and, with all that, to find the time to address substantive issues that matter.

Needless to say, we have **always** chosen the banner of **solidarity**

- o Against the cynical decisions taken concerning **European Schools** (since 2003), while another trade union accused us of expressing 'rich men's problems'.
- o We have not confused social action with 'expenses of reception and representation'; instead, we are focussing on how to develop **social welfare** measures (such as season tickets for public transport, which we claimed in 2006).
- o Concerning **buildings**: We had foreseen (in 2005) that the ill-conceived buildings policy would worsen working conditions ("Grandiose plans, miserable life!").

The discussion on **flexi-time** was *unblocked* thanks to us (in 2003), while we obtained assurances that it would be introduced on a voluntary basis and as a means for increasing freedom and not for imposing useless controls; and that we first (in July 2006) raised the demand for fast and regular reclassification of contract staff.

In the field of **careers management** (attestations, promotions):

- o We ask for **clear and transparent rules, not endless petty haggling!** Out of respect for colleagues who work in their services, we think that we too have more important things to do than haggling!
- o We ask for proper implementation of Article 6 of the new StaffRegs instead of patching up the old StaffRegs! We are opposing any attempt to abuse or distort the system, threatening the long-term stability of **guaranteed rates!** We are against making the system even more opaque! We demand **nothing more and nothing less** than the fair and proper application of the new rules! We do not ask for favours, we want our rights to be respected! We are not asking for extra promotion points for microservices (such as the Staff Committee)! As for the **technical solutions** for implementing Article 6, we have already worked them out. They have been largely circulated to all the staff, but, unfortunately, we have not found the opportunity to discuss them within the outgoing Staff Committee, whose majority apparently considers them as an expression of 'sterile opposition'.

Another trade union has imported into the election campaign the demand for a **housing allowance**. 'This approach –they explain– does not require an amendment of the Staff Regulations and can be implemented quickly'.

Indeed, the **old** Staff Regs (Article 14a of Annex VII) provided the legal basis for the Council to adopt a Regulation about granting a rent allowance for specific places of employment.

During **reform** negotiations, Article 14a was **repealed, with the express agreement of** that trade union, which, apparently, thinks we have short memories.

In fact, introducing a **rent allowance** would unavoidably lead the Council to revise the Staff Regulations! Should this happen, the Council would in turn require the curtailing of other benefits (such as the expatriation allowance)! Would you take that risk?

Solutions to the problem of expensive housing are to be sought in a different direction, *i.e.* at the local level. But, such an effort requires serious commitment and not electoral fireworks.

Things *can* change, if you want them to!

Vote for a Staff Committee which should **lead by example: Transparency, competence, dialogue, getting the right people in the right place** and selflessly working in **the common interest**.

For changing policies, not for distributing 'power' among the same persons!

Vote for the whole team of **EPSU-CJ** candidates!

Martin BAILEY – AD – GB Žilvinas BREIVE – AD – LT Laurent BRÈS – agent contractuel – FR

Monique BRETON – AD – FR Attila GÁL – AD – HU Calogero GALANTE – agent contractuel – BE

Justina JEROUVILLE-STUNGYTE – AST – LT Petra OBERBECK – AST – DE

Martins OZOLINS – AD – LV Barbara PATORA – AD – PL Vassilis SKLIAS – AD – GR

Jimmy STRYHN MEYER – AD – DK José Paulo VAZ – AD – PT