

## STAFF COMMITTEE ELECTIONS FOR 2010 - 2013

### An account of the past two years

The Staff Committee (SC) is a **body** of the institution **elected** by all the officials and other staff of the latter. Its role is to represent the entire staff. In doing so, it *must* be democratic. If it isn't, it constitutes a source of anomaly and a waste of the Institution's resources.

In the 2008 elections, the Court's staff honoured EPSU's list by giving it a clear majority. It was an earthquake in the staff's representation.

→ The new majority, first of all, established **democracy** and adopted inclusive practices in the operation of the SC:

- Reminders of its undemocratic past were deleted from its internal rules, which are now limited to setting a legal framework for the SC's action ;
- The composition of all Administration / Staff joint bodies reflects the election results; the lists represented on the SC may chose the persons who will represent the SC in these bodies ;
- An SC Bureau, whose task is to prepare decisions, has been formed; it is composed in such a way as to represent the different lists;
- Every member has been able to voice his/her opinion.

→ The outgoing SC has improved its **communication** with its electors:

- By drafting its messages in two, occasionally in three languages ;
- By creating and updating regularly a rationally structured and easily accessible Intranet site ;
- By organising opinion polls (*e.g.*, on public transport and buildings).

→ The outgoing SC has dealt with many personal cases and has tried to provide colleagues with useful explanations and advice and to take appropriate steps with the administration.

→ Apart from being an elected body, the Staff Committee is also a **service of the Institution**. As such, it is under a duty to comply - and has indeed complied for the first time - with the Regulation on protection with regard to the processing of personal data:

- Masses of paper, which had been piled up for years, had to be destroyed;
- Furthermore, the SC respects the degree of confidentiality requested by anyone who seeks its advice.

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→ As to substance, **progress** has been achieved in many fields.

- The introduction of flexi-time has improved the working conditions of many colleagues ;
- Alternate telework, proposed by the SC, has opened up new possibilities for extending telework (working part of the time at home and part of the time in the office) ;
- In difficult times for recruitment, the SC has obtained more transparency in the running of internal competitions;
- For Article 3a contract staff, the situation remains stable : reclassification comes about quasi-automatically for all (in 3 years to grade 2 and in 6 years to grade 3), which is the equivalent to a *fast career* for the same grades at the Commission ;
- In the field of promotions, EPSU is proud of having made the Court of Justice the only institution which applies the device of *pro rata temporis* to officials recruited under the new Staff Regs; rather than haggling, this involves clear rules which avoid both delays and gifts. While for 'old Staff Regs' officials the traditional practice assured a (very favourable) rate of 25%, 32.5% of 'new Staff Regs' officials were able to get their promotions only thanks to *pro rata temporis*. Whilst this is slightly short of the statutory rate of 33%, that rate was not attained only due to a deficit of a few budgetary posts.

→ The expiring term marked a radical **change both of style and of substance** in the SC's performance:

- EPSU's elected members set priorities in their action; they have succeeded in establishing with all their interlocutors, including the administration, a frank, straightforward dialogue without bluffing. Social dialogue has brought added value to the running of the institution.
- The roles of the SC and of trade unions have been kept distinct, in mutual respect as required by the Staff Regs.
- The SC's image has been redressed. Far from lacking a vision for the future, we set legal and realistic goals. Without unnecessary fuss, we have won the trust of our colleagues and the Administration's respect.

→ At a **trade union** level, EPSU is the only union representing the Court's staff in the tripartite Consultation Committee and in the Remuneration Technical Group (*GTR*). It contributed decisively to the united action against the breach of the Method for adjusting remuneration in December 2009.

EPSU has organised, and is funding, a staff action against the reduced adjustment of salaries in 2009.
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This account probably does not answer all your concerns. We have discovered several gaps, but we need more time, more active support and more involvement on your part to rectify them. We are aware that much remains to be done. EPSU will come back shortly to present its program and a team combining experience with renewal.

The Executive Committee and EPSU's elected members in the SC:	Laurent Brès, Monique Breton, Giovanni Rastrelli, Vassilis Sklias, José Paulo Vaz ; Žilvinas Breivė, Attila Gál, Calogero Galante, Justina Jérouvelle, Petra Oberbeck, Jimmy Stryhn-Meyer.
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