

EPSU CJUSPE

## Let's continue together!

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Since 2004, the Reform of the Staff Regulations and enlargements of the EU have complicated the puzzle of our European Public Service from both a cultural and social point of view, with a salary scale ranging from 1 to 10.

A trade union which takes its role seriously assumes the heavy responsibility of inspiring in all colleagues the feeling of belonging to the same European Public Service with its own achievements, culture and values. This responsibility becomes even heavier in the current straightened economic and social context, which fosters anti-public service reactions and increased pressure on the budget.

Overcoming fragmentation, isolation and fatalism and rebuilding solidarity are necessary preconditions to the ability to repel the further attacks which can be foreseen.

EPSU will take up this challenge. (EN > p.2)

On 1 December 2010, the Court's staff (officials, temporary and contract staff) will be called on to elect a Staff Committee (SC) for a term whose duration has henceforth been set at three years (2010-2013).

Depuis 2004, la réforme du statut et les élargissements ont fait de notre service public européen un puzzle beaucoup plus complexe du point de vue culturel et social, avec une fourchette des rémunérations qui va de 1 à 10.

Un syndicat qui assume son rôle a la lourde tâche d'inspirer à l'ensemble des collègues le sens d'appartenance au même service public européen avec ses propres acquis, sa propre culture et ses propres valeurs. Ceci est d'autant plus vrai dans le contexte économique et social aggravé que nous connaissons actuellement, qui se traduit par un climat anti-service public et une pression budgétaire accrue.

Rompre la fragmentation, l'isolement et le fatalisme et reconstruire la solidarité est une condition préalable pour pouvoir repousser les nouvelles attaques qui sont à prévoir.

EPSU assumera ce défi. (FR > p.6)

Le 1<sup>er</sup> décembre 2010, vous (fonctionnaires, agents temporaires et agents contractuels) de l'institution, serez appelés à élire un comité du personnel (Cdp), pour un mandat dont la durée passe désormais à trois ans (2010-2013).

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## What is at stake in this election?

The Staff Committee is neither a trade union, nor an inter-union body; it is a body within the institution itself, with consultative and, in some cases, joint management powers, which are laid down by the Staff Regulations (Article 9).

- During the impending term of office, some mechanisms, which are part of the StaffRegs are expiring; the special levy (Art. 66a), the 'Method' for adjusting salaries (Annex XI) and some rules on the actuarial assessment of our pension scheme (Annex XII).
- There is a risk that the Council will seize the opportunity to review other provisions of the StaffRegs and the CEOS. We must, of course, prepare to face such risk. However, consistency requires that we cannot rattle the scarecrow of a StaffRegs review at the same time as putting forward claims which would lead automatically to such a review.
- Anyone who raises such a claim should, at least, state which article of the StaffRegs s/he wants to be amended.
- EPSU will not raise, in this campaign, any claims which would entail a review of the StaffRegs. There is no need to remind you here of our commitment to defending the 'Method'.

Negotiating on the StaffRegs is a matter for trade unions, not for the Staff Committee (SC) that you are now called on to elect. So, vote for a SC, which is capable, within the limits of its powers, of making the Court of Justice a friendlier place to work!

You should, however, at the same time, bear in mind that, indirectly, you will be indicating which trade union you consider is most suitable to represent you in future trade union negotiations.

## Consolidating the democratic functioning

During the expiring term of office, EPSU has restored normal functioning to the SC. Democracy, however, requires something more than the absence of anomaly: i.e. your participation. EPSU will further develop the means to consult you more regularly and encourage you to get involved in shaping the staff's opinion.

## For a friendlier workplace

The recent building extensions give priority to a certain concept of the Court's 'brand image' in the eyes of the public, to the detriment of the functioning, safety and well-being of all persons who work in them.

The buildings in which we work are much more than a question of square metres. All who work in them must have their say on their planning and fitting-out.

The premises in which we work must foster communication between the staff rather than isolation, and encourage you to stay at, rather than flee, the Court of Justice.

Give us a strong mandate to ensure that the same mistakes are avoided in future building extensions!

## For a better quality of life

Promoting public transport should be our employer's concern, too. It should contribute to the cost of our season tickets, which is minimal compared to the (never calculated) real cost of parking spaces made available by the institution. EPSU will support the introduction of the M-Pass which covers the whole territory of the Grand-Duchy and some destinations beyond its borders.

## Safeguarding our welfare system

We must defend our sickness insurance against any erosion, by maintaining solidarity between generations (staff in activity and pensioners) and between staff groups (officials and other staff).

Social welfare amenities (crèches, kindergartens, European Schools) are yet another source of concern for parents: quality of services, quality of teaching, quality of infrastructures, time taken in commuting. Here again, we must 'punch our weight' in the making of decisions. Never again should decisions be taken without the participation of the interested parties!

## Respecting dignity at work

Harassment can take various forms, often underhand. Procedures for dealing with it must of course be further developed. However, what is more important is establishing a work environment which prevents such phenomena. A strong, competent and respected SC, backed by a strong, respected trade union, can contribute to that.

## Contract staff

The situation of 'Article 3a' contract staff has been stabilised; they can count on a limited but foreseeable career, faster than in other institutions.

As for 'Article 3b' contract staff, some socially unacceptable situations exist, as is the case of the reception guides: these colleagues, whose position is precarious, are called upon to meet permanent needs of the institution. Budgetary constraint results in diverting Article 3b (max. 3 years) from its initial goal.

## Clear and transparent rules

Many fields of activity have to be revisited: the procedure for dealing with incompetence includes no early warning mechanism. The rules on mission ignore essential points. There are no rules in force specifying basic posts.

Flexi-time has widened the framework for managing hours of work. However, mechanisms laid down in the rules, such as shiftwork and standby duty, are not applied in the Court of Justice. All these mechanisms, together with overtime working, will have to be negotiated, so as to come to a coherent and integrated system in accordance with the rules.

The link between the staff evaluation report and promotion points is particularly vague. Its application is left to the hierarchy's good. EPSU will continue to claim the introduction of analytical criteria by type of job and by department.

## Court of Justice: the pro rata temporis institution

The Court of Justice is the only institution which applies the pro rata temporis device to promotions of officials recruited under the new StaffRegs. The credit for doing so is due entirely to EPSU. For officials recruited since 1 May 2004, pro rata temporis simply means avoiding additional delays in their careers, which start at lower levels than the careers of officials who were recruited before that date.

Pro rata temporis, an asset for the Court of Justice, is the system of the future. EPSU, which conceived it and fine-tuned its mechanism, will see to its gradual and ordered extension.

For a strong,  
competent  
Staff Committee  
accountable to you  
Vote for all the  
candidates put forward  
by EPSU CJ

For democracy  
and dialogue  
For solidarity  
between  
generations and  
social cohesion

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Pour la démocratie  
et le dialogue

Pour la solidarité entre  
générations et  
la cohésion sociale

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