

Why we strike

While the **Commission** and the **European Parliament** converge on a change in the Staff Regulations that would provide, from 2014 to 2020, **savings of €1 billion**,

including:

1. **reducing staff** by 5% at a pace of 1% per year (which has already started) for a steadily increasing workload;
2. **reducing earnings** by:
 - a. recruiting secretaries / clerks for a salary by 11.6% (EP) or 18.6% (COM) lower than that of an AST 1. *Do you expect to attract to Luxembourg secretaries of all EU languages in this way?*
 - b. capping at grade AST 7 careers of secretaries / clerks who were recruited since 2004 at AST 1 (COM).
3. **extending working time** by:
 - a. increasing the working week would be increased to **40 hours** (*8 hours per day including Fridays*);
 - b. capping annual traveling time at a maximum of 3 days (COM) or leveling to an invariable number of 2.5 days (EP);
 - c. raising the normal age of retirement to **65**.

8 Member States ("net contributors") in the Council require savings of **€5, €10, or €15 billion**,

for example by:

1. Overhauling the parameters for calculating **pension**: you would need at least 40, or even 46 years, 8 months, to reach 70% of your basic salary (BS), which in addition would not be your final BS, but the average BS throughout your career.
2. Increasing time spent in a **step** to 3 or 4 years and the average time spent in a **grade** to a period varying from 4 to 10 years.
3. Capping AD careers in non-managerial posts at grade AD 11 and heads-of-unit's careers at grade AD 13.
4. Reducing staff by more than 5%.
5. Applying the so-called "solidarity" levy on pensions, allowances and on the whole salary with no deductions.
6. Reviewing allowances, and expatriation allowance in particular.

The implementation of the **method** for adjusting remuneration and the method for calculating the **pension** contribution is currently blocked by the Council. This gave rise to legal proceedings which are pending before the Court of Justice. Member States wish to grab the opportunity of the Staff Regulations reform to regain discretionary powers which the present Method has taken away from them. Should this happen, it would lead to a additional loss, from year to year, of purchasing power for staff in active status and pensioners.

If the European Council, which meets on November 22 and 23 sets a ceiling of Heading V "Administration" lower than the amount proposed by the Commission, that would be fatal for the modification of the Staff Regulations which will follow.



This is why the general meeting of the Council staff, on a proposal from all trade unions, decided to give a strike notice for the 8th and the 16th November.

A strike notice for November 8th was also given by trade unions at the Commission, the Court of Auditors and the Court of Justice.

Why strike in *all* institutions?

While the strike aims at putting pressure on the Council to this effect a strike at the Council is more effective, it is the whole staff of Institutions and Agencies which is seriously threatened by the Member States' destructive projects.

If the strike were limited at the Council, it would lose its credibility. If the strike is to have an impact, the message shall be spread that it was followed by the staff in all EU institutions.

Should we 'share the pain' suffered by civil servants and other employees in some Member States?

No. The duty of **solidarity** vis-à-vis our fellow-citizens requires us not to suffer passively, but to resist **austerity** policies, which to varying degrees are applied throughout Europe.

Employees are not to blame for a crisis they did not cause. Moreover, austerity policies, far from solving the crisis, make it worse.

For citizens of some Member States, jobs offered by the EU are already **hardly attractive**. Curiously, these are the same States that are attacking our Staff Regulations with more virulence, while at the same time they are seeking in vain remedies to make up for the chronic geographical imbalance affecting our European public service.

Recruiting and keeping qualified staff **in Luxembourg** is made even more difficult by soaring housing prices combined with a "political" will which keeps pretending to ignore that life here is more expensive than in Brussels.

By defending our salaries we are at the same time defending a Public Service that can rightly be called European by the way it is composed.

It's time to end fragmentation between old and new colleagues, between old and new Member States and different categories of staff and build our own –



true– solidarity between generations, in order to preserve our acquired rights and the European social model itself.

**Send a strong message:
Participate massively in the strike of November 8th!**