

## Faced with a difficult situation, let us strengthen our solidarity!

Dear colleagues,

The Staff Regulations review has been formally adopted. The Staff Regulations as amended will enter into force on 1 January 2014.

But this will further necessitate the adoption of a set of **General Implementing Provisions (GIP)** and other legal texts. This is currently being done at an accelerated pace. The Staff Committee and the Staff Regulations Committee (in which representatives of our StaffCom participate) will be consulted.

### A Reform of social regression

The outcome of this reform is grim. Certainly, it could have been worse, and it probably would have been were it not for the mobilisation that we conducted together. But beyond a 'profits and losses' approach, this Reform is marked by **social regression**. Described by its authors as introducing 'austerity measures', it is part of a downward spiral of reducing public spending, shrinking public power, bringing recession and further austerity.

**Our institution** is particularly hit by these measures: It may well have complained against **jobs cutting**, but it is now obliged to comply. This measure, far from being a 'lesser evil' as its promoters wanted us to believe, actually undermines the life of the institution: more workload, more stress and tension for those who remain, while suffering some casualties on the way...

The **increase in working hours** comes about as a 'logical' (?) consequence of downsizing. The question is not how many colleagues already work longer than the normal timetable: the question is that the weakest, the most vulnerable will be hit hard in their lives and/or their salary.

The new **function group AST/SC**, a "ghetto" career, will introduce a new divide and make it more difficult to recruit high standard secretarial staff covering all EU languages. Once again, the Court will be forced to tackle this situation. This 'ghettoization' will directly affect the new colleagues and indirectly the working environment as a whole.

Finally, colleagues recruited under the new StaffRegs may have a chance to get a full **pension** if they begin their career at the age of 27.

### The loss of purchasing power for Luxembourg confirmed and perpetuated

To the fact that contract staff earn less than the minimum wage in Luxembourg one must add a lower entry-level for secretaries/clerks officials. The lack of weighting for Luxembourg is based on blackmail: raising this claim would jeopardize the expatriation allowance for cross-the-border staff.

As for the 'Joint Index' for Belgium and Luxembourg introduced into the Method for adjusting remuneration, it is pure nonsense, since the cost of living in Luxembourg exceeds that of Brussels by about 10%.

And it's certainly not by blocking the salary adjustment for 2011 that the financial situation of our colleagues or the working climate will be improved.

### **Let us strengthen our solidarity**

For staff representation (both trade-union and statutory), uniting colleagues sliced up by their legal status, function group, place of origin and date of entry into service, will prove to be harder and harder. We must, despite this fact, without pretending to evade the problems which were imposed on us, to fight in a way of uniting all the staff.

During this new phase of implementing a (bad) reform of the StaffRegs, it is in your interest to be represented by experienced colleagues who have participated in all the previous stages.

Indeed, EPSU-CJ, **being the only representative trade union at the Court of Justice**, participated in every stage of social dialogue (with the Commission, the Council and the European Parliament) , has involved the staff and assumed the main burden of striking and other forms of action together with other staff organisations.

### **The StaffCom will be stronger if it is backed by EPSU-CJ**

The right of unions to be consulted usefully was the big loser in this reform: It was crushed in the cogs of the triadialogue (COM - EP - Council). While recognizing that the entry into force of the co-decision procedure introduced by the Lisbon Treaty highlighted the lack of an appropriate framework for staff consultation, the Council and Parliament have postponed this question to be tackled later.

**Based on our experience of the 2004 and 2014 reforms, we strive to improve what can be improved and to avoid aggravations harmful to staff.** But we cannot, at the stage of implementing the Staff Regs, invent tricks to evade the content of the StaffRegs themselves.

The challenge of these elections is far more complex than hammering on a list of some campaign themes. **It is in the interest of staff that the Staff Committee will continue to work hand in hand with EPSU-CJ, which has a democratic structure within the institution and is accountable for its action.**

In the elections of 4 December, vote for all candidates put forward by EPSU-CJ:

Simona BONTEA - AST - RO ★ Laurent BRES - contract staff - FR ★ Monique BRETON - AD - FR ★ Marco FIORANI - contract staff - IT ★ Calogero GALANTE - contract staff- BE ★ Elisabeta GHEORGHIU - AD - RO ★ Justina JEROUVILLE - AST - LT ★ Michel LAMBALOT - AD - FR ★ Manolia LOSSIDOU - AD - GR ★ Gordon MACKENZIE - AD - IR ★ Petra OBERBECK - AST - DE ★ Jimmy STRYHN MEYER - AD - DK ★ José Paulo VAZ - AD - PT
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