

7 DECEMBER 2016 – STAFF COMMITTEE ELECTIONS - COURT OF JUSTICE

EPSU CJ - building momentum **under the banner of the Union Syndicale Fédérale**


Dear colleagues,

It is time to elect a new Staff Committee for another three-year term (2016 - 2019). As your ability to defend your rights should not be decided by a lottery, we invite you to vote for a team from a union built **on the power of dialogue**.


EPSU CJ, having got the Staff Committee back on track, has occupied a majority of seats on it since 2008.


In learning from this experience, **EPSU CJ** wants to safeguard the gains that have been achieved and, with explicit staff support, continue to be a force that proposes and negotiates. A commitment that comes coupled with a spirit of collegiality, transparency, continuous communication with staff and the ability to mobilise, when necessary.

Key elements of our programme, include:

 **Careers of officials:** The [pro rata temporis](#) mechanism for promotions, which has proven its worth over 10 years, is an **EPSU CJ** invention. Having significant numbers of our elected representatives on the Staff Committee is key to ensuring the sustainability of a system that is unique across all the institutions.

Access to grades AD 13 and AD 14 for non-management officials and grades AST 10 and AST 11 for assistants must involve consulting the Joint Promotions Committee.

 **Recruitment:** Internal competitions must be used to recruit competent staff of a level comparable with, and be of a difficulty level (except for pre-selection tests) comparable with, and have admission requirements comparable to those of EPSO competitions.

 **Contract staff:** We demand an income at least equivalent to Luxembourg's minimum wage.

- **Working conditions:** We demand respect for dignity in the workplace. No colleague should be exposed to psychosocial risks. We support those colleagues most exposed to these risks.
- We, of course, defend **equal opportunities** for men and women.
- **Reconciling private and professional life:** We want telework to be extended to staff categories beyond those currently allowed to work this way. We also want ad hoc teleworking be authorised. Finally, we want flexitime to be reconfigured with increased flexibility of core hours.
- **Health and Safety:** We demand that Luxembourgish standards be introduced, that 'designated workers' be established as per Luxembourgish law, and that the Joint Committee on Health and Safety be reactivated.
- **Office layout:** Staff should be genuinely consulted before any changes are made. Otherwise, the Staff Committee will organise its own consultation of affected colleagues.
- **Restructuring of services:** We will oppose any artificial and non-functional reorganisation of services aimed essentially at creating or upgrading roles for 'little' and 'big' bosses.
- **Transfer of pension rights:** We defend the interests of colleagues who have fallen into the trap of disastrous transfers. We demand access to comprehensive and useful information for anyone requesting a transfer. **EPSU CJ** is committed to making up for this lack of information about a [minimum subsistence figure](#), which has been endorsed by the case law of the Civil Service Tribunal.
- **Complaints Procedure:** A hearing must be systematically conducted as part of the investigation of a complaint.
- **Access to quality care free of discrimination:** Having discovered the [legal basis](#) to ensure equal rates and the elimination of discrimination for all insured persons (including members of the Institutions), we are continuing efforts to eliminate abuse in Luxembourg, on the basis of [Directive 2011/24/EU](#).
- **Home - work commute:** **EPSU CJ** supports all measures to encourage sustainable mobility and the use of [public transport](#). We demand a larger and fairer subsidy for season tickets, to which our union also contributes.
- **Expanding the General Court, [an intergovernmental-inspired idea](#),** will not be without consequences for staff. According to [Regulation 2015/2422](#), the third stage of the expansion (September 2019) will be at unchanged staffing levels. You'll need a competent Staff Committee supported by a strong union.

USF **Brexit:** [No colleague](#) shall pay the price of a series of disastrous political decisions. No colleague shall be discriminated against because of his nationality.

USF **Social dumping on our doorstep:** The working conditions of our [language teachers](#) concern us. **EPSU CJ** fights social dumping and defends the dignity of every worker. Teachers can be brought back in house, using an existing Office (European School of Administration). This is an idea that is also worth exploring for other areas of activity.

Independence from the employer is the independence that matters!

Your vote gives those you elect a **mandate** to represent you in various forums.

USF The independence that matters most, is independence from your employer. The Staff Committee, an internal structure of the institution, cannot fully ensure that it is independent unless it is supported by a union, which in turn is independent of the employer.

USF Beware of granting your mandate to an apparatus whose decision-making bodies are outside your workplace.

A vote for the **EPSU CJ team means your vote will have double the impact:**

USF **At the Court of Justice**, the Staff Committee and the union will coordinate their efforts, in line with each body's competences. **EPSU CJ** is the only union in the institution that [operates democratically](#) and [transparently](#) and is therefore accountable to you.

USF **At the inter-institutional level** as well, the statutory representation's (Staff Committee) and the union's efforts will complement and support each other.

EPSU CJ is the only union based in the Court of Justice, which is affiliated to the largest trade union federation of the European civil service, the **Union Syndicale Fédérale (USF)**. This [recent, exclusive affiliation](#) (May 2015) has boosted **EPSU CJ**:

USF On the one hand, it strengthens our position vis-à-vis our employer. It enhances our ability to engage across various domains, including those in which some would prefer we didn't.

USF On the other hand, for the first time, it enables Court of Justice staff to be directly represented at the highest level of inter-institutional social dialogue, as **EPSU CJ** is now part of the leading trade union federation.