

# EPSU-CJ : a new Start under the USF Banner

*The major 2004 and 2014 Reforms of the Staff Regulations have further fragmented the staff of the institutions : a) depending on their start date (starting level now lower, slower accrual of pension rights) ; b) depending on their status (creation of contract staff for tasks that were at risk of being outsourced).*



## More information :

The recast of European justice, opposed by the USF :  
<http://bit.ly/2fh6TdN>

The language teachers working conditions have been made public by EPSU-CJ :  
<http://bit.ly/2fb8rtl>

At the Court of Justice, other traditional cleavages are growing deeper :

- Cabinets of Members, which have always been considered a world apart from the 'Services', are small autonomous entities, in which the Member (Judge or Advocate General) is free to hire and fire his/her staff. Such a small entity includes in a condensed form a complete hierarchy. The recast of European justice, opposed by the USF, leads to a proliferation of cabinets and an increase in the number of staff subject to their special rules.
- Entire services are in charge of managing contracts with outside companies. The institution's staff work side by side with increasingly numerous workers who are subject to national law, and others who are not covered by any system of law : to cite only one example, language teachers whose working conditions have been made public by EPSU-CJ.



Game won by the employer ? Not sure ... Who benefits from the disaffection of staff in relation to its unions, finally ? Would employees not be better motivated if they were involved in taking decisions concerning them ? Here is how the weakening of social dialogue is harmful both to the unions and to the institution !

We hear too often the question, or rather the interjection : «What do trade unions do about it ?». What is paradoxical in this reaction is precisely that workers call out the unions in the hope that salvation comes from them, whereas by participating they could help give them greater weight and dynamism. It's up to you therefore to reverse this vicious cycle and turn it into a virtuous cycle !

In Staff Committee elections on 7 December, colleagues in the Court of Justice will have every reason to vote for EPSU-CJ.

1. Because a Staff Committee (StaffCom), an advisory body of the institution, left to its own devices, can well fall into the trap of routine. But if the administration rejects the requests and its opinions, the StaffCom must be able to rely on trade-union action. This is why in each institution it is necessary to have a strong union acting in concert with the StaffCom.
2. Because a strong EPSU-CJ in the Court of Justice counts double. First, at the level of the institution and, second, at an interinstitutional and all-European level, through Union Syndicale Fédérale (USF), of which EPSU-CJ is now an integral part. That being said, EPSU-CJ, far from being a transmission belt of an 'outside' union, has its own democratic decision-making bodies.

It is not to be confused with an organisation, which, while having resigned from Union Syndicale Fédérale (USF) and having entered into direct competition with it, misleadingly keeps using the name "Union Syndicale" !

An election is not a lottery. Voting for EPSU-CJ is a responsible choice, which enables you to defend your rights.



The 2014 Reform of the Staff Regulations, negotiated between employers rather than between employers and trade unions, has strengthened the resignation of staff, that keeps wondering : what is the use of trade unions if they cannot prevent our working conditions from deteriorating ?

Furthermore, the recent Reform of the European judicial framework has even been imposed against the opinion of the EU General Court itself ! Which in turn further enhances fatalism, the conventional wisdom that «up there», «they do what they like», and confirms the conclusion that unions are of no use as they are unable to stop them. Why then join and pay a membership fee ?



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