

ELECTION OF A STAFF COMMITTEE FOR A TERM FROM 2025 TO 2028

USF/EPSU-CJ, the driving force







Well-being? 'Prevention is better than cure'


'Well-being' is on everyone's lips, management and staff alike.

For staff, it is about 'feeling good about oneself' in the working environment.

But the institution as well has a clear interest in our wellbeing. Better results, fewer conflicts to resolve, less absenteeism, less need to grant invalidity, etc.

As the popular saying goes, "**An ounce of prevention is worth a pound of cure**". This calls for:

-  Promoting an organisational culture focused on recognising and showing **respect** for individuals, as well as on preventing stress and burnout.
-  Proactively protecting psychological and physical well-being at work, free from harassment or abuse of power, rather than intervening late, once the damage has been done.
-  Implementing concrete measures to promote work-life balance, such as flexible working hours.
-  Respecting the right to disconnect so that everyone can maintain a genuine work-life balance.
-  Addressing issues related to commuting and the cost of housing.
-  Fully and promptly informing colleagues of their statutory rights.

 The lack of information, or even the belief that there was no obligation to inform, has in some cases led to the deprivation of rights.

-  Ensuring that the premises are adapted to the nature of each person's tasks.

- Ⓢ Strictly complying with [the prohibition of any discrimination](#), see Article 1a(1) of the Staff Regulations and Article 21(1) of the Charter of Fundamental Rights of the EU, which has the same legal value as the treaties:

Article 21

Non-discrimination

1. Any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited.

However, recommendations alone are not enough to protect these rights. People are vulnerable when they cannot find a way to defend themselves, including through the courts. **Collective strength** must prevail and restore people's **self-confidence**, countering resignation. It is this collective strength that we want to build together.

USF/EPSU-CJ, a driving force in defending staff

The so-called '**Optimising the Occupancy of Premises**' project, which was unanimously opposed, has been put on hold. It was not EPSU-CJ that "stirred up" revolt. Our colleagues realised the absurdity of the project and spontaneously opposed it. And not simply to avoid having their comfort disturbed, but to be able to continue doing the work entrusted to them by the institution as normal.

EPSU-CJ deserves credit [for directing opposition](#) against the dismantling of a public service. No budgetary or real-estate policy can justify the designing of work premises that are unsuitable for the performance of the tasks. Office space cannot be redesigned without the agreement of those who will be working there.

People should **come to the office willingly, not flee from it**. The independent, competent and permanent European public service we stand for requires real, living administrative units and not 'virtual' ones.

PLEASE VOTE FOR ALL THE USF/EPSU-CJ CANDIDATES!

Simona BLAGA, AST - RO – **Sabine GIRTEN**, AST - BE – **Gianfranco GORI**, AD - IT/FR

Dana IEPURE, AD - RO – **Eliza JÜRSS**, AD - SE/FR – **Peter LOSSE**, AD - DE

Carlos MARQUES, AD - PT – **Paolo NASTASI**, AA - IT – **Guy NICKOLS**, AD - UK

Petros PAKALOS, AD - GR – **Jimmy STRYHN MEYER**, AD - DK

Mari-Liis TÕRS, AD - EE – **Marie-Anne WOLFF**, AA - FR