

Why U4U?

U4U is an active and constructive interlocutor of the Commission. In a context of continuous tensions at the level of human resources, U4U faces the attacks of the Council and the Member States, with the objective of preserving and improving dignified working conditions, which allow the European civil service to keep the necessary assets to fulfil its missions.

The health crisis is drawn out and coupled with an economic and social crisis, and despite numerous proposals, some of them innovative, European construction is struggling to regain momentum and to implement its proposals. The civil service is undergoing multiple transformations, which are neither controlled nor negotiated, for the moment. Precariousness and discrimination are rising. This encourages the civil service's weakening, whereas a united, cohesive European civil service is essential for facing the Union's current and future challenges.

In this context, let us stress the importance of a strong trade union program that affirms its support for the European project and defends the public service: yes, staff care about Europe and the quality of the public service that the Union and its citizens need.

U4U is the right choice for several reasons.

1. U4U links its trade union action to the future of the European project: thanks to the reflections carried out within the GRASPE journal, to the training courses and seminars on questions of European interest, and to the documented elaboration of proposals useful to the staff, but also to the institution – since the one cannot go without the other. Our *raison d'être* is Europe.
2. U4U fights for the unity of the staff, to create solidarity between all its categories and professions, among all generations. U4U acts with concrete proposals to combat precarious situations, disparities and discrimination. It also acts by demanding more inclusion and equality in all areas of public service. Everyone is taken into account: division weakens, while unity makes us stronger.
3. U4U is working towards the introduction of active and participatory management of staff careers. This should allow for a new way of managing career paths, from the moment of entry into service until the end of one's career, including through training and exchanges with other administrations. A common European culture, inclusive and respectful of diversity, must be promoted and facilitated from the outset. Careers must be attractive and remain motivating. The administration must know where the skills are and how to use them for the effectiveness of its missions. Moreover, it must sometimes resist the temptation to do more with less, because while the first victim is the staff, it is not the only one. Indeed, the realization of the institution's missions can be weakened as a result. The first dimension of well-being at work is the quality of our work and its recognition, and this also requires respect for each one of our professions.

4. U4U does not limit its action to the sole defence of remuneration, promotion or retirement conditions alone. U4U was opposed to the opening of the statute during the 2014 reform, and is still opposed to it today. These reforms have been harmful in more than one way. That is why today U4U is fighting the proposal to change our pension fund into a real pension fund. If this idea were to become reality, it would lead to a further reform of a still sound and healthy scheme, with the aim of further limiting the rights of staff to a decent pension. In addition, it would lead to the opening up of the Staff Regulations. We have learned from the two statutory revisions of 2004 and 2014 that opening up the Staff Regulations on one chapter has led, each time, to unfavorable reforms on other aspects of staff's working conditions. In the current context, opening up the Staff Regulations is a trap that must be avoided.
5. Since its creation, U4U has continuously been working on proposals for the educational framework offered to our children in crèches, childcare facilities and European schools. For our union, the European education project as a whole is a useful service for staff. It contributes to the attractiveness of the European civil service, and promotes a fulfilling life together which strengthens the sense of citizenship of young Europeans and their families. Knowing that one's children are involved in a project of excellence is a factor of serenity for the staff and enriches the future society. This is why U4U defends a quality educational offer for all, which benefits from sufficient means for its implementation. U4U alerts on the risks of reduction of the educational offer in times of pandemic.
6. U4U demands an improvement in staff representation and a strong resumption of social dialogue. U4U proposes a recognition of the trade unions as legitimate partners in an effective social dialogue. It also asks for adequate means to enable them to function. The themes of social dialogue must be broadened and this dialogue made possible at all levels of the institution, in all DGs and services, as close as possible to colleagues. It cannot be limited to "top-down" consultations between the administration and the Staff Committee and the unions, or to "flash surveys" by HR. A lively and rich social dialogue is the reflection of a society that is administered according to the values of mutual respect and partnership. Moreover, this is in line with the recommendations of the Charter of Fundamental Rights and the European Pillar of Social Rights.
7. U4U always acts in a constructive spirit and in full transparency. The staff is kept informed of our texts, our proposals and our results through our monthly newspaper, "The Link", and through our website, the most complete website. Our conferences allow all staff to come and debate the content of our proposals. U4U is the only union that is so active and participatory throughout the year.

Vote for the U4U List

U4U presents a list for the Local Staff Committee elections to the Commission

This list defends an independent European public service and the deepening of European construction in a spirit of intergeneration and inclusiveness. Our candidates are fighting to reduce precarious situations and disparities, rejecting all forms of discrimination - particularly gender and status discrimination - and relying on constructive social dialogue. U4U listens to colleagues and proposes concrete and realistic measures that can be discussed with our administration. Our union acts to improve the conditions of exercise of each of our professions, by advocating a participative management. U4U is strongly opposed to the reopening of the Staff Regulations because it is certain that, as in 2004 and 2014, the European civil service would be weakened.

U4U promotes an open debate with European citizens via its public platforms and runs a think tank (GRASPE) which organises conferences on the public service and European construction. This often allows us to anticipate issues that are then raised by the Commission. U4U is committed to the environment and the climate by supporting our colleagues in EUstaff4Climate who propose concrete measures based on their professional experience. U4U is close to the staff and supports them in all the steps they need to take: you can count on us!

Our complete list is composed of 54 colleagues representing the staff diversity. More specifically, our list is composed of 31 female and 23 male colleagues. All grades - AD, AST, AC, AST/SC - from a majority of Member States are represented. These candidates come from more than 28 DGs, representing a broad spectrum of Commission staff professions.

Who are we?

The Commission's jobs are constantly changing as a result of the increase and diversification of its tasks, but also of fundamental changes in management methods. These changes have been brought about in particular by new technologies and the unprecedented crisis, which has exponentially increased our dependence on these new technologies, but also opened the door to a rethink of our working methods.

Our institution is under pressure, all the more reason for it to take care of its staff. With unchanged status, U4U proposes a series of actions that are beneficial for both staff and the institution. The one obviously does not go without the other.

Europe needs a cohesive, motivated, independent, creative and competent civil service: let us ensure that we give ourselves the means to achieve this ambition.

SUMMARY:

A. Civic Engagement / B. Equal treatment: diversity and inclusion / C. Dignity and working conditions / D. Recruitment and training / E. Career and mobility / F. Our health / G. Our status

A. Civic engagement

- For U4U, civil servants and other European agents are not bureaucrats, but actors in the construction of Europe, which is their reason for being. In the same way, and surveys confirm it, European civil servants are very often engaged in society, defending European values through the fight for equality and solidarity, against precariousness, and more recently, against global warming. To support this commitment :
 - U4U will continue to support the think tank GRASPE, as it has done since its inception. This magazine is led by civil servants of various sensibilities to reflect on the future of the civil service and its role in the construction of Europe. It is recognised by academic institutions and followed by tens of thousands of civil servants;
 - U4U has set up with other European (and Brussels) associations the European Citizens' Platform (ECP), to lead reflections on European construction outside the institutions, and even to organise rallies in its favour, such as those on 9 May;
 - U4U has created a website ([Europe solidaire](#)) dedicated to European construction and including a library of articles on the European civil service. This site is consulted each month by several thousand people;
 - U4U supports and promotes the actions of EUStaff4Climate;
 - U4U has initiated a new form of exchange, in the form of virtual cafés on subjects of general interest, in order to give a voice to all those who have inspiring projects, experiences and initiatives;

- U4U wants to promote the environmental dimension as key criterion in the choice of building location (offices, crèches, childcare facilities, schools), the design of work spaces, the selection of materials, energy performance;
- A better mobility strategy should be devised and, to this end, collaboration with the Belgian authorities on issues of public transport, cycle paths, compliance with emission and noise standards, etc. In addition, there should be free parking and drop-off parking in the vicinity of schools and central childcare facilities;
- U4U supports the objective of a "sustainable canteen" label for our collective catering, including in crèches and childcare facilities.

B. Equal treatment: diversity and inclusion

- U4U has long been fighting for equal treatment. Despite the progress made, parity and the inclusion of diversity are not always a reality in our institution. The management style, the type of selection and the criteria for evaluating staff are not sufficiently conducive to diversity, and the institution itself wants to improve them. Equality, dignity and non-discrimination are European values that are now rooted in our civic aspirations: let us set an example. In particular, let us change recruitment methods to diversify qualifications and skills, with a view to achieving greater diversity;
- No one should be discriminated against, regardless of nationality, gender, age, origin, religion, sexual orientation, political beliefs... Specific measures will have to be taken to avoid this. The new HR strategy must develop a common institutional culture, favoring an inclusive approach in the daily working environment, which can win the support of every colleague and make our Institutions a place where everyone can find their place. In addition, training must be provided on how to deal with colleagues with special needs;
- Diversity is also social. U4U wants to fight against disparities and insecurity among staff. On the basis of their merits and experience, the Commission must offer career opportunities to staff of all categories, officials and other agents. A community of interest must be constantly sought because division weakens and harms the good execution of the missions entrusted to us.

C. Dignity and working conditions

- The administration must ensure the well-being of all its staff, and in particular of those who are experiencing a significant increase in their workload. Solutions must be envisaged to guarantee the continuity of the quality of task execution, a mark of excellence of the staff working in the Institutions, while guaranteeing realistic work rhythms, tools and an adequate working environment. In particular, U4U considers that the work spaces must correspond to the constraints and possibilities of the various professions. They must be set up with the agreement and participation of the staff. This applies to the new proposals of open spaces and hot desks. We must resist the pressure to implement these spaces at any cost, for all and under any conditions, to the detriment of efficiency and conviviality. Moreover, different forms of hot desking must be considered: hot desking in open spaces or hot desking in individual offices ("hot office"). Moreover, additional resources must be provided: our institutions cannot take on more and more missions while accepting staff cuts;
- For U4U, teleworking must be voluntary, flexible and variable. Team spirit, creativity, succession of positions, integration of new colleagues requires the preservation of office work. Appropriate training will help avoid digital overload and hyper-connectivity. Digital tools must be adapted both to the possibilities of hybrid modes, and to a more collective and participative functioning of the different work teams. In addition, the generalisation of telework raises the question of equal treatment between workers who do not have the same material constraints, including the reimbursement of at least part of the related expenses;
- Telework allows for more flexibility in the location of work. U4U supports the possibility of teleworking "abroad" (outside the place of employment) for at least three weeks, not linked to holidays. In addition, U4U is in favour of granting additional periods for detailed personal reasons. Finally, U4U is the only trade union organisation to advocate a mobility policy, including inter-institutional mobility, which allows for family reunification;
- Repeated restructurings, which are neither concerted nor explained, destabilise work teams and are rarely subject to the necessary prior assessments. Moreover, they add to the opacity of the institutional structure, both for the staff and for the general public. Staff must be systematically consulted, and in the event of disagreement, listening chambers must be organised to allow problems to be expressed and consensual solutions to be found. When these chambers are organised, the presence of staff representatives is required;
- The quality of the rendered service takes precedence over "productivity", especially when this is achieved at the expense of our missions and the health of our colleagues;
- No colleagues should be treated inadequately by our institution, left to fend for themselves or trapped in a non-work situation. The Commission needs all its staff to work together in a constructive spirit so that the European Union can move forward;

- We all have to work longer, but our institution must prepare for this extension of working life, and this from the moment we enter the service. It must also do a better job of enabling colleagues who have been there longer to continue to progress, by continuing to train them and by offering them careers that take account of their experience and merit;
- In conclusion, U4U believes that HR policy should be considered first and foremost in its own right, without depending on other policies. For example, telework should be the result of a Human Resources reflection, and not of a real estate policy. As for all fundamental questioning of working conditions, and their possible consequences on the efficiency and well-being of staff, U4U asks that decisions taken on hybrid working modes, "open spaces" and flexi-desks be based on relevant analyses and in consultation with the trade unions. Their implementation must always be followed by a regular evaluation, which will be the basis of an analysis allowing to decide on possible corrections to be made, in consultation with the trade unions. They cannot be rushed, as in the past, for example to serve as a springboard for a building policy. They must not be carried out without the involvement of staff and without seeking their support;
- In the case of the European Schools and nurseries, it is essential to provide sufficient infrastructure and quality staff. In order to enable everyone to do their job properly, it is important that the Commission ensures a quality place for all the children of the staff and that the schedules are compatible with the constraints of the job;
- We are obviously against the gradual disappearance of canteens. They are an essential element of collective life and well-being at work. Especially at a time when motivating us to return to the office is discussed. While we are campaigning for as many canteens as possible to be maintained, we are also asking for additional means and resources to implement "sustainable canteens". At the heart of our concerns is a local, affordable, sustainable and quality catering offer in a friendly environment;
- Our union would like to see an intensified social dialogue between the institutions and the trade unions, better preparation of the dialogue by sending the texts to be discussed in advance, which must be documented, and at the same time a broadening of the subjects to be discussed (for example, the Union's budget and buildings policy). Similarly, once a year, the trade unions should be able to propose a non-predefined topic for the social dialogue, which they could choose freely. The employer would be obliged to organise a dialogue on this subject. In addition, for U4U, the dialogue can also be organised directly between the institution and the staff itself through annual meetings by department, during which the staff can propose themes for discussion which will then be discussed in the Staff Committee, and with the trade unions;
- U4U also advocates a reform of staff representation. At the statutory level (i.e. staff committees), we ask that each workplace has its own committee (for example, Seville does not have one). We also recommend that each committee should have the same

number of elected representatives in proportion to the population represented, to correct the current disparities. Finally, we ask that the elections in the different places be held at the same time and according to the same electoral system, so that a stable Central Staff Committee (CSC) can be established quickly;

- On a daily basis, U4U accompanies its demands with many concrete actions. U4U has set up several tools to help colleagues individually and collectively: coaching, training, preparation for competitions, personalised legal assistance, advice, support in the evaluation and promotion process and during meetings between colleagues and management, conferences and debates on subjects of general interest (pensions, diversity, etc.). When circumstances permit, U4U also organises convivial events: exhibitions, concerts, meals, etc.

D. Recruitment and training

- The Commission must carry out its tasks by fully assuming its institutional and political role. To do this, it must have a forward-looking human resources management system that is not just administrative and regulatory. It must be able to anticipate essential needs and talents, as well as monitor and support staff throughout their careers. In addition, open competitions - the main route of recruitment - must be simplified and their duration shortened. More alternative methods of recruitment must be allowed, such as temporary staff or a "junior professional" type program;
- The objectives and procedures for entry into service should be rethought by improving the reception and training of newcomers beyond the probationary period. New staff should be allowed to familiarise themselves with the institution's services and its history. To this end, in the absence of vacant posts, the probationary period could be preceded by the immediate granting of a temporary agent contract for a period of two years, enabling successful candidates to be recruited more quickly, as soon as they have passed their external competition. During this two-year period, successful candidates would receive training and differentiated career paths in the services before being offered a post as an official;
- The same two-year course could be offered to the civil servant who joins the civil service directly as a civil servant. During the first two years, the future civil servant should also have the opportunity to discover several fields and/or DGs, and to follow the necessary training for the rest of his/her career. The probationary period could thus provide a real additional evaluation of the competences of future officials. Specific courses should be offered to colleagues destined for management positions;
- To help colleagues build a career from the moment they enter service, the Commission must accompany their learning with a program of targeted training on specific topics, languages and IT. A specific effort must also be made for colleagues who have to reorientate their career or who change posts;

- An effort must still be made to provide a better welcome for new staff, particularly at this time of change in organizational and working methods, and regardless of the place of assignment. Our organization is complex: guidance and easier orientation are desirable (training, guidance/support, possibilities of several career paths);
- With the accelerated implementation of the new hybrid working methods, a specific effort must also be made in terms of training to support staff in this transition, at all hierarchical levels;
- Precariousness and disparities have increased since 2004 with the various reforms. The staff unity has been undermined. In order to reduce the disparities between the different career paths, we are in favour of organising internal competitions enabling all officials (AD, AST, AST/SC) and temporary agents (TA) to reach higher grades;
- Contract agents (CAs) should be able to benefit, after six years in post, from temporary contracts (TAs) for one or even two additional years, thus enabling them to enter internal competitions with a higher number of successful candidates. Internal competitions should be planned and published regularly;
- In the same vein, the employer should provide free training for staff, including non-permanent staff, who are preparing for external competitions (as U4U has obtained from the EUIPO employer in Alicante). Indeed, U4U acts in the interest of all staff and prefers to give everyone access to free training given by the employer, rather than forcing them to join a trade union in order to benefit from it;

E. Career and mobility

- Promotion should be based on merit, according to clearly defined, comparable criteria that is known to all parties. Assessment and promotion procedures must be simplified. Everyone must be able to understand how he/she is being assessed and the rationale for the assessments;
- Internal selection for posts should be based on clearly stated criteria, and provide useful feedback to candidates, including comment on their interview performance;
- U4U asks for the organisation of internal competitions for reclassification, both for CAs and TAs and for ASTs, AST/SCs and ADs. U4U demands that access to the end of the career for AST 9 and AD 12 be facilitated. In addition, the feasibility of organising internal competitions which allow AST/SC to move up a category should be studied;
- The number of hierarchical levels needs to be rethought. They have tended to multiply in the past, which risks being an obstacle to the expression of staff creativity and motivation, and moreover is contrary to the policy of a culture of trust, which is emphasised by the "*new HR strategy*";
- Mobility, whether spontaneous or initiated by the institution in the interest of the service, must be encouraged by offering supported, interesting and rewarding career paths. Training must be offered to encourage and prepare for it, as well as support to

ensure an effective transition. Generally speaking, implementing automatic mobility, including for middle and senior management, is counterproductive and often arbitrary in its effects, with the risk of a loss of expertise for the institution. Moreover, leaving colleagues to rely on their personal and/or national networks to find a new post does not help to strengthen the link between the institution and colleagues;

- Finally, mobility, including inter-institutional mobility, should be encouraged by organising a virtual job market that makes available posts visible to interested colleagues. This measure would offer new career prospects to colleagues with fixed-term contracts and at the same time would make it possible to reach the number of years necessary to benefit from the institutional minimum pension.

F. Our health

- The Joint Sickness Insurance Scheme (JSIS) must be improved and updated to take account of scientific developments on the one hand and social developments on the other. The General Implementing Provisions (GIP) of the JSIS are the basis for the reimbursements granted to civil servants and agents. U4U was the first trade union to ask for their revision;
- Coverage must be extended and reimbursements improved. Indeed, the effective reimbursement rate of medical expenses by the JSIS is no longer 85%. This is due to cost ceilings that have not been adapted since 2007. In Belgium the average reimbursement rate is 80%, while the JSIS is below 80%: this means that we reimburse less than the national system of the country where most civil servants are located. These ceilings must be revised in order to achieve an effective reimbursement of 85% again. In addition, the functioning of the Medical Council must be made more transparent;
- There are several ways in which we can improve the service. More agreements must be drawn up with the care services of the Member States, in order to avoid the current overcharging. This would free up substantial budgetary resources to be devoted to this improvement. Secondly, the funds in the reserve must be used. The reserve can indeed be significantly reduced to extend and increase reimbursements. We do not need a reserve of more than EUR 300 million, which is equivalent to 30 years of annual deficit. In the event of a possible imbalance in the future, which would be partly due to these improvements, it should be remembered that the current rules allow for a very rapid increase in contributions (for example, an increase of 0.1% in contributions generates an additional income of 10 million euros, which is the average amount of annual deficits). Agreements must be developed between the PMO and Belgian mutual insurance companies, so that, for example, each JSIS member who resides in Belgium can establish a global medical file with a general practitioner, which ensures better patient follow-up;
- Moreover, JSIS interventions must be consistent with the policies developed today by the European Union, which highlight both prevention and resilience. Where they exist,

these interventions must cover colleagues according to need and without discrimination. They must take better account of advances in preventive medicine, as well as new mental health needs. It is necessary to continue to provide quality care for dependency;

- The budget for the Commission's social policy must be reinforced to support colleagues with a disability, or whose beneficiaries are disabled or with special needs, whose expenses are not reimbursed either under the JSIS or under national aid. Let us remember two things that put these colleagues in great difficulty: 1) 80% of disabilities occur throughout life (accident, illness, etc.) and 2) as agents of the European civil service, many national aids are not accessible to us. The Commission's social policy budget must take these realities into account;
- Given the widespread use of telework and the expected implementation of new "hybrid" working modes, there is an urgent need to ensure that occupational health and safety standards are met equally regardless of the working mode (office, telework...). The risks associated with hyper connectivity and digital overload must be taken into consideration;
- As part of the "*new HR strategy*", the Administration is considering a better policy for returning from long-term illness. At present, once the threshold of one year's sick leave has been reached, an invalidity scheme is offered if one cannot return to work. However, there are situations in which adequate advance support could have prevented the sick leave extension or the entry into "invalidity". For these situations, U4U supports the will expressed in the new HR strategy to put in place such adequate and coherent support (improved ergonomics, adaptation of working hours, etc.). In general, U4U is in favour of a return policy, when possible;
- To improve access to medical care for JSIS members in all EU countries, it would be useful to have a European social protection card that is recognised in all Member States as a minimum. This would facilitate the provision of care and reimbursement. The pandemic has reminded us that officials and other staff do not have the same access to the European Health Insurance Card (EHIC) as other European citizens, because the JSIS is considered to be an extra-national scheme which is not coordinated with the social security schemes of the Member States.

G. Our status

- We are still opposed to a reform of the Staff Regulations; we have all already paid the price of the 2004 and 2014 reforms. They resulted in significant reductions in direct and indirect pay and savings on pensions. They have also increased disparities and precariousness without providing the means to mitigate these negative impacts. In addition, they have made it possible to gradually reverse the concessions and compensations that had been obtained by the trade unions (e.g. end of career, pensions, etc.). And the budgetary savings have continued with the current Commission (particularly under the spending categories pensions and European

Schools). The 2019 report of the Court of Auditors points out the negative effects of these two reforms on the attractiveness of the civil service, by underlining the increasing difficulty of the Institutions to recruit, in particular for certain profiles and certain nationalities: let us not deprive ourselves of our talents and our diversity!

- We defend our pension system, as well as the method of adjusting our pensions and salaries that guarantees the preservation of purchasing power;
- U4U is in favour of an increase in the Union's budget, with sufficient means for a civil service that is equal to its missions. We advocate a mid-term review of the budget's spending category 7 (*human resources: operations, buildings, salaries, pensions, health, European schools, crèches and childcare facilities*), to facilitate the implementation of the current European recovery plan - or even to allow for a second recovery plan, which we consider useful.



Vote for U4U

- U4U is citizen-based and European
- U4U combats the insecurity and devaluation of our jobs
- U4U defends staff in a united and innovative manner
- U4U is close to colleagues and consults them on a daily basis
- U4U works for effective staff representation

U4U wants to improve social dialogue and works to ensure concrete and constructive proposals in favour of the staff of the Institution.

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Respecting staff

- No reorganisations without consulting those concerned in advance
- Real transfer opportunities for an interesting career for everyone
- Promotions based on an objective assessment of performance
- Grading in line with real skills and qualifications

U4U makes proposals, relays the demands of colleagues and actively defends them in the promotion process

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Valuing and developing staff

- Obtaining new rights for Contract Agents
- Providing new prospects for AST staff
- Improving AD careers
- Trusting staff: reducing the number of management levels
- Regaining a job that has meaning and helps us thrive and develop

U4U listens to staff, makes proposals and interacts with the administration to avoid abuses and injustices and guarantee the quality of our work

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For justice

- Reducing job insecurity
- Providing careers for all
- Guaranteeing our fundamental rights
- Fighting injustice and discrimination
- Combating harassment and burn-out

U4U makes concrete, realistic and constructive proposals, obtains real results and takes continuous action for improvement

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Protecting our rights

- Protecting the rights we have gained
- Rejecting the constant attacks on our pensions
- Extending Sickness cover to include medical advances and social changes
- Maintaining a social safety net after the end of employment contracts

U4U believes that our funds are not a treasury that can be raided by the States: this is our money!

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Preserving our pensions

- Our pension scheme is sound and sustainable
- We reject undermining doubts and re-evaluations
- Our pensions are rights, financed by our working salaries

U4U fights against attempts to further reduce our rights.

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Improving our working conditions

- Through effective and quality social dialogue
- By negotiating from positions referred to staff
- By constructive proposals, concretely improving the work environment
- By constant initiatives

U4U submits its proposals for debate, publishes them widely, seeks trade union unity and negotiates continuously

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Careers for all staff

- Prioritising collaboration and sharing rather than competition
- Career and skills development, including non-management
- Access to end-of-career grades
- Gender parity
- Encouraging staff diversity

U4U wants to improve our working methods. U4U defends our jobs.

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Well-being at work

- For valued and meaningful work in service of the EU
- For work that provides us with professional development
- For more effective organisation of working remotely
- Promoting lifelong training for a rewarding professional career

U4U focuses on the essential: preserving and developing our jobs and our careers; maintaining an attractive working environment.

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Well-being at work

- Preventing the degradation of our working environment (open space, hot desking, invasive IT tools, air quality, antennas, etc.)
- For buildings adapted to well-being
- Providing quality care for all our children
- Guaranteeing quality services for staff that are accessible to all and with the resources to function properly

U4U focuses on the essential: preserving and developing our jobs and our careers; maintaining an attractive working environment.

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Sustainable canteens

- For sustainable canteens at the Commission
- For provision of supplies that respects the environment and limits waste
- For a balanced diet with quality products

U4U works to ensure that calls for tender include sustainable labelling in our canteens and to provide an offer that incorporates special diets

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Uniting against attacks

- Against the reopening of the Staff Regulations
- Against the announced reform of our pensions
- We defend the European Civil Service

U4U believes that we must all be concerned about the effects of these new attacks, especially contract staff. U4U will be at the head of a general mobilisation in defence of our rights.

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Solidarity

- A divided workforce and corporatism weaken the everyone's rights
- Unity and solidarity protect all staff members

U4U combats all attempts to 'divide and rule' and builds its claims with staff unity

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For our children

- For crèches and child care centres in sufficient numbers and of greater quality
- For increased budgets for the European schools
- For a 5th school that is well positioned and local
- For selective working hours and work-life balance

U4U fights to ensure that our children and our families are not variables to be considered in budget adjustments, a necessary condition for a peaceful working environment

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Improving our sickness insurance

- Our Joint Sickness Insurance Scheme has solid foundations
- We fight against overcharging
- We must revise sickness cover to adapt to the developments in medicine and in society

U4U opposes the withdrawal of reimbursements and proposes extensions of cover within the framework of a fundamentally balanced scheme.

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European citizens

- For a strong Civil Service working for a strong Europe
- For a united Europe that listens to and works in the interests of its citizens
- For an ambitious and realistic budget, in the service of European policies

U4U takes concrete action to achieve this goal through its GRASPE review and its participation on the platforms *Europe Solidaire* and *European Citizen*

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Equal treatment for staff posted outside Brussels or Luxembourg

U4U wants to guarantee equal treatment for staff posted outside the two main Seats (e.g. Grange and permanent representations)

- Genuine career development
- Mobility and rotations
- Access to all staff services
- Permanent contracts offered to Contract agents
- Transparent and fair correction coefficients
- Recognition of our health insurance scheme (JSIS) by national authorities
- Proper personnel management, including access to teleworking, fair promotions, part-time work, training and professional management of underperformance

U4U fights to uphold the rights of all staff posted into Member States

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Votez pour vous ! Votez U4U !



Now for the environnement

- Mainstream the environmental dimension in
 - ✓ The choice for implanting buildings, nurseries and school day-care
 - ✓ The design of working spaces
 - ✓ The selection of construction material
 - ✓ The buildings energy efficiency
 - ✓ The mobility among our buildings
- Conceive a strategy for mobility based on
 - ✓ Innovative incentives for alternative mobility for the staff to move otherwise
 - ✓ Daytime parking spaces at the Brussels outskirts
 - ✓ Kiss and ride parking spaces near the schools
 - ✓ Available bicycles all day long including to go back home

U4U fights for mainstreaming our environmental concerns in our collective choices.

u4unity.eu

Vote for you! Vote U4U !



Now for the environnement

- Cooperate with the Belgian authorities on
 - ✓ Public transport issues
 - ✓ Bicycles lanes
 - ✓ Installation of mobile telephony antennas
 - ✓ Respect of the standards for pollution, noise, air quality, etc.
- Plan green spaces outside and inside all future buildings
- Aim for the labelling "sustainable canteen" of our collective catering, including in the nurseries.

U4U fights for mainstreaming our environmental concerns in our collective choices.

u4unity.eu

Vote for you! Vote U4U !



Help U4U to work for you

Join U4U Vote for U4U

We need your support for furthering the interests of all the Staff.



Yes, I vote List **2**

I like a Union that makes **sensible proposals**, that seeks a **consensus** amongst Staff about them, that **negotiates in good faith**, that obtains **tangible results** for protecting and advancing **my rights**.

I like U4U because they are **competent**, they submit well-thought, **measured and constructive** documents, because they take into account the **interests** of the Staff, of the Institutions and of the **European** project.

I vote U4U !



Yes, I vote List **2**

I want to be represented by **trustworthy** people, who are **colleagues**, who **know my concerns**, who **share** my views, who **listen to me**, who are **European**. I **trust** U4U because they are open, they listen, they **assist** me in time of need, they provide **feedback** all year round.

I vote U4U !



Yes, I vote List **2**

I want a European Commission that is **not** 'just another employer', but a **motivating** Commission for which we are **proud** to work.

I want a public administration **based on values**.

I vote U4U !