



UNION SYNDICALE
BRUSSELS

Commissioner Oettinger meeting with the Central Staff Committee, its Local sections and Trade Unions

Brussels, 16 February 2017

Union Syndicale took part to the recent meeting with Commissioner Oettinger and wishes to inform colleagues of the key issues raised by the Trade Unions and Staff Committees, namely:



- Effective social dialogue
- Allocation of adequate financial resources to implement staff policies
 - Job security - the precarious job conditions/contracts undermine the independence and effectiveness of the EU civil service
 - Effective career perspective and progression
 - Equal pay for equal work
 - Well-being / work life balance
 - Mobility
 - Specifically on EU Delegations, introducing teleworking and a special leave linked to the living conditions in third countries.

The key messages from Commissioner Oettinger are as follows:

Future of the EU Civil Service

- Commission as an attractive employer: Commissioner Oettinger stressed that the Commission is no longer an attractive employer, and that there is the need to motivate EU staff and offer them effective career perspectives and progression. When comparing the conditions of employments of EU staff vis-à-vis Member States staff, there are gaps which should not widen further but rather reduce. There is the need for an enhanced quality of the work-life balance, and for ensuring EU staff security and safety. Commissioner Oettinger is committed to stabilise the budget, avoiding cuts, and possibly increase the available financial resources.
- Justice/Equity: Commissioner Oettinger stressed that equal treatment of staff and social justice is of key importance for the Commission. He is aware of the situation of Contract Agents and stressed that this is a key priority to be addressed. There is significant work in progress on the new rules for CAs which needs to be finalised.
- Staff reduction policy: Commissioner Oettinger noted that the ongoing 5% staff reduction policy will be concluded by 2018, and that he will strongly defend EU staff against any additional request for staff cuts.
- Brexit: Commissioner Oettinger outlined the need to ensure the duty of care towards our British colleagues working with EU institutions.

Social Dialogue

- Commissioner Oettinger is open to have an open and constructive social dialogue with Trade Unions and the Staff Committees, and suggested to structure the process through 3 meetings per year, and hold extraordinary sessions for sensitive staff matters (such as the Contract Agents dossier). Commissioner Oettinger will reply with a written note to the issues brought to his attention by the Staff Committees and Trade Unions, and will address the most controversial matters through the social dialogue.

Union Syndicale welcomes Commissioner Oettinger's openness for a structured social dialogue, and invite the Commissioner to meet with the representatives of staff from different places of employment to assess together the challenges and specificities.

Union syndicale will remain vigilant and will closely follow the implementation of the roadmap announced by commissioner Oettinger for the social dialogue and will inform staff of any developments.

The Executive Committee
Union Syndicale Brussels

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