

FLASH
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Brussels, 23 January 2023

Representativeness of trade unions:

Union Syndicale above 60 %



According to the [Framework Agreement](#), an independent body must periodically check whether the Council's trade unions meet the criteria for recognition and representativeness, from which derive the powers to conclude social agreements of all kinds with the employer, as well as certain material rights (trade union offices and secondments, websites on Domus, etc.).

The [last audit](#) was held on the basis of data established on 31 May 2022. In summary, the results are as follows:

- **Union Syndicale** accounts for more than 60 % of trade union membership, confirming its status as the leading trade union at the Council.
- R & D accounts for just under 40 % of trade union membership.
- The FFPE is currently no longer representative or even recognised as a trade union at the Council. However, it has until the end of February to be recognised again.

Union Syndicale is aware of the responsibility it bears in this context and will continue to promote the general interest by defending staff, fighting for social progress and working to safeguard our public service, which is essential for European integration.

[Do join us!](#)

Carry-over of annual leave

Once again, the Appointing Authority [has announced](#) that maternity, parental or family leave is not considered a valid reason for carrying over annual leave to the following year.

For years, **Union Syndicale** [has been saying](#) that there is no legal basis for this restriction and that it should be dropped.

Following a proposal from **Union Syndicale**, the Staff Committee asked CODI (Joint Committee on Diversity and Inclusion) to deliver an opinion on possible discrimination of women at the Council in this regard. We will keep you informed. In the meantime, **Union Syndicale** is ready to provide legal assistance to colleagues, women as well as men, affected by this restriction.

Place your bets now! The staff appraisal season has started!



Once again, everyone has to be 'appraised' and to undergo a long, sometimes complicated and conflictual, and sometimes very resource-intensive process. This is about getting your ticket for the great 2023 promotions lottery. As **Union Syndicale** has often explained, it is high time the GSC got rid of an outdated and,

unfortunately, often arbitrary and unfair system. The current system was designed when the institution had only a few hundred colleagues and when everyone knew one another. In a lengthy negotiation (which has now remained suspended for years), the trade unions jointly submitted a [concrete proposal](#) radically simplifying the system. The Appointing Authority has not responded to this.

Uniforms



Colleagues in certain posts are required to wear uniforms at work. As a rule, such colleagues are at the bottom of the salary scale. The GSC therefore allocates a lump sum to these colleagues so they can dress as required for their job. With high inflation, this lump sum was no longer adequate at all. Therefore, following a proposal from **Union Syndicale**, the Staff Committee asked the Appointing Authority to increase the sum substantially, and this has now been done. **Union Syndicale** thanks the Appointing Authority for this welcome [decision](#)

Contribution to sustainable mobility



In implementing the [new flat-rate](#) sustainable mobility contribution system, the Appointing Authority ignored the fact that all the Council's trade unions were opposed. In effect, under this system, the contribution by the Appointing Authority to the public transport costs of colleagues residing outside the Brussels region is no more than a token amount.

Since the system was introduced, the SNCB increased its '*trajets domicile - travail*' (commuter) fares by 2.14 % in February 2022, and it is now announcing a further increase of 9.73 % as from February 2023. The colleagues concerned will therefore face an increase in fares of 12.08 %, but the GSC's contribution does not match this increase.

Union Syndicale has therefore just [asked the Secretary-General](#) to increase the flat-rate contribution by a corresponding 12.08 %.

The administration recently [rejected](#) our proposal for a general increase - for 'budgetary reasons' - but has raised the amount for FG1 contract agents.

The Executive Committee



If you think that we do a useful job, [join us](#), we are stronger together !