



**Union
Syndicale
Fédérale
Consilium**

Brussels, 18 December 2017

FLEXITIME CONSULTATION (phase 2) dedication and solidarity, but no real social dialogue !

As we told you in [our November flyer](#), the unions and the Appointing Authority met again in October to discuss, finally, the trade unions' [longstanding demands](#), which the administration had refused to address as part of [agreement](#) reached on 31 July 2017.

As we said, the start was rather laborious and, sadly, that worrying sign was confirmed when the Appointing Authority declared the matter closed after just the third meeting, having rejected most of our demands. At a time when simplification is the order of the day there was no question of adding complex new rules aimed at taking into account specific issues. The Appointing Authority wanted a simple, general framework, but said it would deal with specific cases on an individual basis - if indeed statistics confirmed their existence. Working days of over 12 hours were deemed to be "very rare", whilst night and weekend work was considered to be "exceptional" (!). Whilst additional hours/overtime had been "continuously decreasing" for years...

What is more, the Appointing Authority considered that providing compensation to those people doing more than 12-hour days, or doing night or weekend work, would simply reduce the numbers of staff available for their normal duties and make matters worse.

So most of our demands were swept aside. Fortunately, though, our Appointing Authority has found THE (perfect) solution to all these problems - in the form of its "Moving Resources To Tasks" ("MRTT")

programme - thanks to which the few posts freed up by over-staffed departments or units will be reassigned to departments or units that are most clearly under-staffed. Once that measure - which we clearly welcome if it's applied correctly - comes into force, we'll clearly see its positive impact on work organisation and overtime will be a thing of the past. So the Appointing Authority can't see why we should put the cart before the horse and break our backs negotiating a system for recognising and compensating long and exceptional working hours.

In the meantime, "trust" and "transparency" have been supplemented by two new buzzwords: "dedication" and "solidarity". As the Appointing Authority sees things, certain colleagues' lack of solidarity and dedication is, in many cases, the cause of all problems. Alongside their competent, reliable and devoted colleagues there are too many selfish individuals: those working part time, those who apply the rules strictly and refuse to work additional hours that they cannot recuperate, those wasting their time on staff representation activities, those who fall ill, and those who believed the Secretary-General when he told us how important he considered the work/life balance to be...

We already knew that the Secretary-General is not Father Christmas, but we'd decided to trust him as he seemed genuinely to want to find some solutions with us. But as things stand, we can only report that the administration wants us to be patient and repeats "MRTT" in response to our petty concerns...

Despite all that: have a good holiday!

Executive Committee/Council

<i>The Union Syndicale team at your service:</i>										
Béatrice	Bernd	Carine	Catherine	Félix	Frances	Günther	Isabelle	Marco	Mohamed	Tariq
										
If you think our work is worthwhile, why not join us . Together we're stronger!										