



Union
Syndicale
Bruxelles

Activity Report

The Executive Committee
Union Syndicale Bruxelles

12/2022 – 07/2025

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Introduction

The European Union stands at a crossroads. While billions of euros are being mobilised for defence under the “ReArm Europe Plan” and strategic autonomy is elevated to a political priority, a quiet erosion is taking place inside the very institutions meant to uphold the EU’s values. Precarious work is no longer the exception, it is becoming the rule.

The increasing reliance on contract agents, temporary staff, and outsourced labour across EU institutions is not just a technical issue, it’s a political choice. A choice that undermines equality, weakens institutional capacity, and betrays the promise of a fair and professional civil service. As the EU shifts massive resources towards military build-up, the civil service, tasked with delivering the EU’s core policies from climate action to social cohesion, is being hollowed out.

Let’s be clear: you can’t build a stronger Europe on unstable foundations. Precarious contracts do not create strategic autonomy. They create burnout, insecurity, inequality, and institutional fragility. This is not sustainable. This is not acceptable. And we will not be silent.

As a trade union, we are not here to manage decline, we are here to resist it. Our role has never been more crucial. We must confront this trend head-on, demand a reversal of precarious staffing policies, and fight for equal pay, equal treatment, and permanent employment as the standard, not the exception.

This Activity Report is not just an overview of our actions, it is a call to mobilisation. We must amplify our demands, organise across categories, and push back against a system that treats staff as disposable while claiming to defend European values. If the EU is serious about being a global actor, it must start by respecting the people who make its work possible.

As we gather for this General Meeting, let us reaffirm our commitment to solidarity, to collective action, and to building a civil service that reflects the fairness, stability, and professionalism the European Union claims to stand for. The road ahead will not be easy, but we have the strength, the obligation, and the will to fight for what is right.

Let this General Meeting mark a turning point.

Reminder of the context of the mandate

The current mandate of the Executive Committee falls within the framework of the Rules of Union Syndicale Bruxelles (USB), which aims to represent the interests of the staff of the European institutions and organisations based in Brussels. These rules, amended in April 2022, reflect a desire to strengthen the internal governance framework, in a spirit of solidarity, collegiality and transparency.

Introduction

Objectives and guidelines of the Executive Committee (EC) 2022-2025

The Executive Committee 2022-2025 pursues objectives centered on the defense of staff rights, respect for the USB rules, and harmonization of union action between the sections. It acts in accordance with the guidelines set by the General Meeting of members. The Bureau is mandated to manage day-to-day business, in compliance with the budget and decisions voted by the Executive Committee, not engaging in new union activities without validation.

Working method adopted by the Bureau of The EC

The Bureau, comprising a President, Secretary General, Treasurer and Vice-Chairmen, meets regularly to prepare EC meetings and implement its decisions. It operates according to clear rules: decisions are taken by majority vote, a quorum is required, written procedures can be used in emergencies, and transparency is guaranteed through systematic reporting. However, the Bureau can only take decisions relating to day-to-day management, while other major decisions remain the responsibility of the Executive Committee.

Development of USB

Setting up the Agencies section

This was undoubtedly the biggest challenge facing the EC after our two GMs in June and September 2022, whose debates showed that the issue was a sensitive one, not only as regards the scope of the action, but also the means and resources available. The stakes for USB were twofold:

1. Create a section to bring together USB members from executive and regulatory agencies. The aim of this section would be to develop the work of organising and monitoring negotiations with the European Commission, as well as with agency directors.
2. Proposing to all USF agency unions that wished to join the new USB-Agencies section. This resolution took account of union seniority and proposed a three-year plan to adjust union fees. Noting the failure of the clause reserved for USF agencies (only one response from EPSU-Fusion, and negotiations broke down when the union elected a new executive committee), the resolution proposed giving the other interested section, Eurojust, time to prepare. However, the plan to adjust union fees was deemed "too brutal" for members accustomed to paying a symbolic union fee of less than 0.2%.

Operations of the Bureau

- Breakdown into portfolios
 - Treasurer
 - Trainings
 - Legal Affairs
 - Training for union representatives
 - Communication
- Mid-term handover of the treasury

Relations with other Entities

The Disputes Board (DB)

After many years during which the USB operated with a renewed Board, the amendment of the Rules to soften eligibility requirements led to the election of a new Disputes Commission. Two member disputes were settled, one between the Executive Committee and one of its elected members, the other between the Commission section and a mandated member. Both disputes arose during the European Commission election period, when the two members were candidates on competing lists. Internal training was provided by the former president of the disputes board when he took office.

The Audit Board (AB)

The beginning of the AB's term of office was marked by discussions between the AB and the EC concerning the scope of the new Commission's mandate. The new AB, having been renewed in its entirety, wished to focus on auditing the accounts for the years covering its mandate (from December 2022). The EC argued that the AB's mission could not be limited in this way until years had been audited, which was the case for the period 2019 to 2023 (including the "covid" period from March 2020 to February 2022, and the period of renovation work on the Maison de l'Union Syndicale during which the US workplace was no longer accessible (from March 2022 to February 2023). With the approval of the EC, the AB also organised training for its members in auditing issues and techniques in May 2025.

Communication and Visibility

Redesign of the USB website

The decision was taken in October 2023 to resolve all the technical problems with the old USB website. It was also proposed to renew the website by giving it a new design and moving it to a new host. The project started in December 2023. The new website and design and the move to a new host were finally completed in September 2024.

Development of communication materials (video, webinars, goodies)

Since 2023, more or less 80% of our communication materials (goodies, posters, newsletters, videos, social media messages, election materials) have been produced in-house. From early 2025, all our communication materials (including AGORA layout and election website) are 99% produced in-house.

This political decision has led to more flexibility in the production of communication supports, while reducing external costs. It also increases USB independence regarding its communication and its deadlines.



Union Syndicale Activities

Supporting the worklife live of our members

EPSO, the ACCEU, ORSEU training courses

Union Syndicale Bruxelles, in collaboration with two external companies, ORSEU and the ACCEU, organises specific and general training courses for its members, their family members and those wishing to become members, with the aim of their participation in competitions (EPSO and / or internal).

Cycles of webinars and conferences with specific themes

Cycle of “Well-being” workshops

Following the success of last year’s Well-being workshop, and in response to huge demand from our members, we are continuing to organise monthly Well-being workshops (mostly on Wednesdays or Thursdays during the lunch break), except for July-August and December. The workshop is designed to take place in a relaxed atmosphere where participants can enjoy lunch or coffee while listening to and exchanging ideas with the coach and other participants. Sometimes we recycle the subject of the workshop based on the demand of members or participants.

Thematic conferences (taxation, AI, estates, career, retirement, indexation, parenthood, etc.)

As other service, we also expand our information services by doing more conferences and webinars on different topics in the personal and professional sphere. In personal level, in addition to the well-being workshop, we also organise some sessions with Mazale Solutions related to parenting and how to balance worklife and private life in a 3-part video conference which we published within 3 months.

Additionally, due to some special momentum, we collaborated with our representatives as well as experts to explain specific subject by organising webinars, notably implications of the Court’s Ruling on Travel Allowances, the Pöpperl Case Law of the ECJ and BVerwG, School Allowance, Artificial Intelligence, The Method of Salary Adaptation, Commission career, Certification exercise, Acquisition of nationality of country of assignment, How To Fill Out The Belgian Tax Declaration Online, etc.

In addition to our legal service, in collaboration with our lawyers, notably Nathalie de Montigny, Michela Velardo, Mikael Gossiaux and Marc Quaghebeur, we also offer webinars related to legal questions concerning tax, succession, pension, etc.



Legal Affairs

Reorganisation of the system of legal support

Introduction of a pre-litigation system: in the first part of the mandate, the EC set out to establish a method of financial support that would enable us to share the legal costs of pre-litigation actions more equitably. A drift had been observed with members wishing to “settle their account with the administration” without any real union or legal strategy. This system made it possible to avoid this type of legal action, which was lost in advance and at the expense of the organisation.

The EC then proposed to analyse the entire financing of legal cases, covering the entire pre-litigation phase and extending to cases brought before the Court. After more than a year and a half of debates and group work, the EC finally approved the introduction of [a new legal support system](#) in February 2025.

Expanding the network of lawyers

During this mandate, The EC USB has engaged several legal consultants to address the diverse needs of its members. These include Michela Velardo, who specialises in European Public Service and the International Labour Organisation Administrative Tribunal (ILO-AT) law as well as Italian law; Alain Van-Hamme, who provided front-line legal support until 2024; and Vanessa Peharpré, who handles all private, non-work-related legal matters. USB also continues its long-standing collaboration with Nathalie de Montigny. As of now, USB works with three legal consultants—Nathalie de Montigny, Michela Velardo, and Vanessa Peharpré—ensuring comprehensive legal support for all its members.

Setting up a satisfaction survey

Since June 2023, the Secretariat has implemented a satisfaction survey to help us better understand and respond to the needs of USB members and union representatives. The survey provides valuable insights into expectations and helps us regularly evaluate the quality and effectiveness of our legal services in collaboration with our lawyers. After each consultation, members receive the survey—participation is voluntary. To date, we have received 75 responses out of more than 300 cases, which serve as an important benchmark for assessing the performance of our legal service.

Collective Actions

ICV, EULEX-Kosovo, AST7, Eurocontrol (Promotions/Pensions/Reclassements)



USB and USF

USB and its Federation (Union Syndicale Fédérale – USF)

At the USF Congress held in Alicante in May 2023, USB actively supported and contributed amendments to a resolution reaffirming key principles for statutory rights within the European and international civil service. The resolution emphasised the importance of permanent employment for ongoing tasks and opposed the increasing casualisation of the workforce through fixed-term contracts. USB representatives also strongly denounced outsourcing and privatisation, which threaten institutional independence, and reaffirmed the call for fair treatment, “equal pay for equal work”, for all staff. The union continues to campaign for reduced pay disparities, robust social security, and joint management of social issues. It also insists on full recognition of union representation and the right to collective bargaining within institutions.

The Congress also adopted a resolution on digitalisation, which, while marking a step forward, largely reproduces the content of an agreement signed in October 2022 and negotiated by EPSU (TUNED). The resolution acknowledges the transformative nature of digitalisation, comparable to an industrial revolution, but falls short of addressing its full implications for staff rights and union engagement. It remains confined to broad principles, without making concrete proposals regarding the resources needed for fair and balanced implementation.

The challenges posed by digitalisation are significant. Chief among them is the right to disconnect, a new frontier in labor law, as digital tools increasingly blur the boundaries between work and personal life. If telework becomes a structural feature of employment, it must be tightly regulated in terms of working hours, compensation, and prevention of psychosocial risks. This shift also calls for a fundamental rethinking of how collective engagement is maintained. The risk of union isolation is real, and employee representatives must be equipped with digital tools equal to those of management to effectively reach, inform, and mobilise staff.

Digitalisation also raises serious concerns about surveillance and algorithm-driven performance evaluation. Transparency regarding the technologies and algorithms in use is essential to protect workers from invasions of privacy and biased or intrusive management practices. In parallel, an ambitious and inclusive policy of ongoing training must ensure all employees can benefit from digital tools, without leaving anyone behind during the transition.

Moreover, digitalisation must serve as a tool for greater inclusion, particularly for staff with disabilities or family responsibilities, rather than deepen existing inequalities. It can only be accepted and effective if grounded in strong social dialogue. Employee representatives must be involved at every stage in decisions regarding digital tools, work organization, and service delivery. Only then can the digital transformation be socially sustainable and democratically governed.

Following the Alicante Congress, USB representatives positioned themselves across the two competing leadership teams within the USF, without a unified strategy or internal consultation. This division ultimately weakened USB’s influence, resulting in limited representation on the federation’s Bureau, a vice-presidency and a permanent guest seat for matters relating to Executive and Regulatory Agencies.

Nonetheless, USB continues to play a central role in USF communications, the creation of union sections, and support for Member Organisations by offering access to training sessions and legal consultancy services.

Resolutions submitted by USB for the USF 2023 Congress

1. A draft resolution submitted by USB for the USF 2023 congress, aimed at reducing “wage tension” within the European civil service, i.e. the ratio between the highest and lowest salaries of full-time staff. It denounces the successive reforms (notably those of 2004 and 2014) that have widened these gaps, by introducing lower-paid positions (contract agents, AST/SC) and maintaining benefits for management positions, such as a 4.2% bonus granted to heads of unit and senior managers, even after their duties have ended. To reverse this trend, USF is proposing two main measures: **(1)** to progressively reduce the gaps between pay grades while maintaining the homogeneous architecture of the pay grid, and **(2)** to phase out the head of unit bonus in order to reallocate these funds to reducing pay inequalities. These changes would be integrated into the annual automatic salary adjustment method, maintaining its fair and proportional character, while encouraging a more marked increase in the lowest salaries.
2. Resolution on EU agencies”, presented by the USB, addresses the structural problems faced by staff in the decentralised agencies of the European Union. It underlines the growing importance of these agencies in the implementation of European policies, while denouncing the precariousness of their working conditions: limited career prospects, unstable contracts and insufficient resources. The resolution highlights the inequality of treatment between agency staff and those in the EU’s central institutions, despite similar responsibilities. To remedy this situation, the resolution calls for a stronger role for trade unions, harmonisation of employment conditions across all EU institutions, greater job security, and adequate funding and staffing. It urges the European Commission and Member States to recognise the strategic role of the agencies, and to guarantee fair treatment and respect for the rights and working conditions of their staff.
3. The resolution on digitalisation adopted by the Congress marks an important step forward, but remains largely a faithful transcription of an existing framework agreement signed in October 2022 (see above).

Miscellaneous

Highlights

- USB 50th anniversary party, which included special edition in AGORA Magazine to celebrate 50 years of trade union activism.
- Tribute to deceased members :
 - **Henk Korteweg** (Vice-president of USB from Eurocontrol),
 - **Giovanni Sergio** (Secretary-general from The Commission section and President of USF 1998 –2008),
 - **Gianluigi Campogrande** (Co-founder of USB),
 - **Brendan Ryan** (former President of USB and CCP of the European Commission).
 - **Marie-Odile Frankaert** (Member of EC from The Commission section),
 - **Dimitrina Karayotova** (Member of the Audit Board),
 - **Roger Van Campenhout** (Co-founder of USB).
 - **Daniel Marlier** (former member of EC USB).

Human resources

Recrutement of Asmayani Kusrini, a new Communication Assistant in January 2023. It is a game changer in USB Communication.

Conclusion

In conclusion, USB, the historic trade union of the European civil service, the only non-categorical trade union attached to the European trade union movement through its affiliation to the European Trade Union Confederation (ETUC) and European Federation of Public Service Unions (EPSU), must continue to defend with determination a strong, fair and united European public service.

There are many crucial issues at stake for the future. USB will pay particular attention to reducing job insecurity, notably by opposing the proliferation of precarious contracts and demanding stable prospects for all staff. It will pursue its commitment to a better work-life balance, an essential condition for the well-being of staff and the quality of public service. Union Syndicale must also ensure that the fundamental principles of the “Method” are respected and defended, as a guarantee of structured social dialogue and fairness in the evolution of our remuneration. Finally, it will firmly oppose any attempt to create a new category of personnel that would threaten the unity of our status and acquired rights.

Annexes^{*}

** The activity report for each section is published in its original language.*

- 1. Activity Report by the Council section**
- 2. Activity Report by the Commission section**
- 3. Activity Report by the Agencies section**
- 4. The Statistics :**
 - Legal Consultations
 - Training (webinars)
 - Well-being Workshops
 - Conferences

Executive Committee of Union Syndicale Council

Activity Report 2022 – 2025

General context

Following the pandemic, the years 2022-2025 have seen a gradual increase in on-site presence, although generous teleworking arrangements have continued. Hybrid meetings have become the norm, GSC internal procedures have become more digitalised and budget restraints have persisted.

The high frequency of international conflicts and crisis situations have led to consistently high workloads across the GSC. Even so, the recruitment policy has remained very restrictive. The lack of EPSO competitions, the resulting dearth of laureates and severe budgetary restrictions have resulted in temporary and contract agents accounting for 80 percent of newly recruited staff in recent years. Few internal competitions were held to offset this unfortunate tendency.

Main topics

Union Syndicale has focused on staff's concerns burnout. It has defended the continued need for generous teleworking arrangements, which staff value. It has defended, too, the right to disconnect and focused on the importance of reducing excessive workloads. One of US Council's aims is to ensure the GSC recruits a larger percentage of permanent officials and enables temporary and contract agents to become permanent officials.

High inflation in recent years has placed enormous pressure especially on colleagues on lower incomes. Salary adjustments, along with increases in reimbursements and contributions - such as the mobility contribution (partial reimbursement of public transport expenses) - remain a central focus of our activities.

For a long period, US Council struggled against the Council's illegal practice of calculating the promotion possibilities for certain grades. Supported by US, three US members lodged a legal case, and the Court finally decided in their favour. US Council is now fighting for a full implementation of the Court's decision to ensure the higher number of promotion possibilities is used.

Furthermore, US Council negotiated with the Administration on four legal acts (for more details see to the next page).

Activities and achievements

Representativity and strength of the union

In 2022, the Administration initiated a verification of the membership of the trade unions. The final report established that US and R&D continue to meet the conditions to be regarded recognised and representative, while FFPE remains recognised but is no longer considered representative.

Following the results of the verification procedure in 2022, the relative weight of the representative unions in the Council is:

- **Renouveau & Démocratie: 39.58%**
- **Union Syndicale: 60.42%**

With 60.42 % of representativity, US Council continued to be the largest and most representative union at the Council. Since this verification the number of US members further increased by 16%.

US's regular "welcome drinks" meetings with newcomers and the US training offers for colleagues interested in internal and EPSO competitions have helped recruit new members, in a teleworking climate which can otherwise hinder recruitment to the trade union.

Staff Committee elections in 2024

US Council presented an excellent team of highly motivated US candidates and ran a very successful election campaign and programme defending the key interests of staff. As a result, the US team won the Staff Committee elections securing for the first time after 20 years the absolute majority in the Staff Committee.

Legal successes

In 2024, US Council won a [court case on education allowances](#). As a result, these are now granted for an extended period, benefiting all colleagues with children in education.

US also won a [court case regarding promotion possibilities](#) at the GSC. The Council is therefore now required to apply the calculation method outlined in the Staff Regulations, leading to an increased number of promotion possibilities. The verdict will have a far-reaching impact on all EU institutions.

During the 2023 promotion exercise, the Appointing Authority did not comply with the Codified Protocol by failing to publish the lists of colleagues proposed for promotion as established by the Advisory Promotion Commissions. This non-publication greatly reduces transparency in terms of promotions. Union Syndicale insisted that social agreements signed by a Secretary-General be respected and took legal action to ensure that the rules are complied with. In 2025, US launched a second appeal after a first rejection from the court.

Negotiations of agreements and decisions

Between 2022-2025, Union Syndicale (together with the other unions) negotiated the following agreements and internal decisions:

- Annex to the Framework Agreement defining the resources provided for the unions: The difficult and challenging negotiations ended in September 2024 with a record of agreement. The new provisions include a significant reduction in secondments to the OSPs and impose a time limit on these secondments. The results are less favourable than those provided by the previous agreement but are still better than the conditions in other EU institutions.

- Decision of the Secretary General of the Council on working time and teleworking at the GSC: The negotiations ended with an agreement on new working time and teleworking rules. The results are positive as the new rules secure the main advantages of the past and provide more generous teleworking arrangements. The new rules provide for the most favourable working time and teleworking arrangements throughout the institutions that are governed by the Staff Regulations.
- Annex of the Agreement on the arrangements to be applied in the event of a concerted work stoppage at the GSC (Requisitions in case of a strike): The Administration wished to update the list of posts for requisitions in case of a strike. The negotiations ended in 2024 with a record of disagreement as the trade unions did not accept any increase of the overall number of posts that could be subject to requisitions in case of a strike.
- Decision of the Secretary General of the Council on mobility in the GSC (Mobility Decision): Union Syndicale disagreed to two main elements that will impact GSC staff negatively: 1. The simultaneous publication of vacancy notices to internal, interinstitutional and external candidates which significantly reduces the chances for internal candidates. 2. US considers rotation exercises should be based on voluntariness.

Regrettably, as R&D agreed to the text proposed by the AIPN and the decision was adopted with the agreement of only one union (R&D).

In 2025, US Council invited the Appointing Authority to open consultation procedures on:

1. The participation of the staff representation in the last step of the EPSO competitions held under the new competition model. The aim is to guarantee the parity of staff representation, especially in the final phase of the selection procedure.
2. The revision of the Decision establishing a tripartite consultation procedure concerning relations with staff to provide consultation of the trade unions on any review of the Staff Regulations.

Section Commission

Activity Report 2022 – 2025

Lors des élections du mois de décembre 2022, 13 membres, d'un total de 22 candidats de la Commission, ont été élus au Comité exécutif de l'USB et ont formé la délégation commission, généralement appelée COMEXCOM. La période pendant laquelle s'est déroulé son mandat a été particulièrement difficile. Les raisons sont diverses mais on peut ainsi les résumer : démissions de certains détachés, départs à la retraite, et décès d'une collègue en octobre 2024.

Un renouvellement important des candidats sur notre liste aux élections locales de représentants du personnel a mis en évidence l'implication d'une nouvelle génération motivée.

Le Working time hybrid est désormais la norme depuis la pandémie de COVID. Il a entraîné des changements importants dans plusieurs domaines, notamment sur les plans économique, psychologique et familial, tout en rendant les échanges entre collègues plus difficiles. Ces effets ont également suscité des réactions de la part de l'administration, qui ont été largement débattues lors des réunions d'information organisées par la DG HR. Il convient de souligner, dans ce contexte, l'attitude particulièrement défavorable de l'administration envers les syndicats, visant à restreindre leur influence et le choix des détachés.

L'administration a réactivé la règle des six ans, imposant sans aucune mesure transitoire le retour dans leur service d'origine à plusieurs de nos détachés, ce qui nous prive d'une expertise précieuse. On peut affirmer sans crainte que l'US a été le syndicat le plus affecté par cette décision.

D'autre part, le dialogue social a été pratiquement ignoré, remplacé par des réunions d'information avec un format fondamentalement unilatéral, la DG HR se limitant à nous écouter sans véritable échange. Elle a continué sa politique immobilière sans autre souci que l'épargne à court terme : déménagements sans concertation, hot desking, etc.

Le reste des concertations sur des sujets de grand intérêt (DGE Agents contractuels, AT, guide des missions, etc.) ont été gelées pendant plusieurs mois. Les concertations ont repris depuis octobre 2022.

Du côté statutaire, les élections au Comité Local du Personnel de Bruxelles ont donné des résultats mitigés en avril 2025 : Nous avons gardé en effet le même nombre d'élus mais perdu des ressources car celles-ci sont proportionnelles au pourcentage des votes se capitalisant sur tous les sites de la Commission (Petten, Ispra, Hors-Union, Luxembourg, Bruxelles)

Administratives (-0,50%)

Syndicale (-0,25%)

Statutaires (-0,75%)

Nous avons resserré les liens avec l'Union Syndicale Fédérale spécialement avec les organisations membres présentes dans d'autres sièges de la Commission. C'est l'USF qui est reconnue comme organisation représentative et nous exerçons la solidarité en matière de détachements et ressources. Nous nous efforçons de maximiser nos synergies avec des réunions périodiques de tous les détachés. Plusieurs membres du COMEXCOM sont aussi membres du Comité Fédéral et du bureau fédéral.

Malgré les difficultés que cela a comporté, les membres de notre Secrétariat Politique (SECPOL), épaulés par des élus et affiliés non détachés on réussi un travail suivi, assurant notre présence dans les Comités paritaires (Promotion, reclassement COPAR /COPARCO, CGAM et autres) ainsi que dans des jurys de concours et panels de sélection. (Annexe 2)

L'US a fait entendre sa voix dans les quelques concertations, notamment celle concernant la décision sur le télétravail pour laquelle l'administration a accepté nos propositions des jours de TWA dans des circonstances spéciales.

La création d'un comité de suivi pour l'application de ces règles est une idée de L'US acceptée par les autres OSP et l'administration. Nous avons gardé une position raisonnable et prudente face à la demande d'un certain nombre collègues. L'US a vite compris les danger qu'un décrochage permanent des sièges comportait pour notre Statut et pour la nature même de notre fonction publique européenne. Nous avons donc opté pour une approche consistant à demander un nombre limité de 10 jours par année pour chaque collègue tout en pouvant demander plus dans des cas dûment justifiés.

Nous avons envoyé près de 200 tracts d'information, mise en garde et dénonciation des pratiques abusives de la hiérarchie. Un nombre important de ces tracts concernait la situation des plus vulnérables.

Une écoute attentive nous a permis de répondre à plus de 2500 questions et appels.

Le SECPOL, avec des effectifs limités, s'est occupé du personnel de la Commission à Bruxelles, dans les délégations.

Notre système de consultations juridiques gratuites pour les affiliés ont permis à un bon nombre d'adhérents l'accès à un soutien juridique et, dans certains cas, à un soutien financier. Au total, ont eu lieu 137 consultations entre janvier 2023 au 15 mai 2025. Le travail a été reparté entre différents avocats avec qui nous avons des conventions :

- **72 avec Me de Montigny**
- **4 avec Me Gossiaux**
- **4 avec Me Perhappé**
- **33 avec Me Van Hamme**
- **24 avec Me Velardo**

Signalons aussi que le secrétariat administratif du SECPOL (ressource d'un Agent contractuel offerte par l'administration) est resté vacant en deux occasions, et que, dans ces deux occasions le travail administratif a dû être exécuté par des membres du SECPOL, principalement par la Secrétaire Générale.

Pour conclure,

Malgré un contexte particulièrement éprouvant, marqué par l'érosion des moyens syndicaux, des tensions institutionnelles et un recul manifeste du dialogue social, la section Commission de l'USB a su maintenir son engagement, sa vigilance et sa solidarité. Le travail de terrain, assuré par une équipe réduite mais déterminée, a permis de préserver notre présence dans les instances clés, d'apporter un soutien concret aux collègues, et de défendre les principes fondamentaux du service public européen.

USB Agencies Section

Activity Report 2022 – 2025

The Agencies Section, part of Union Syndicale Bruxelles (USB), was established by resolution of the USB General Assembly on 30 June 2022 to defend the interests of staff in EU agencies (executive agencies, regulatory agencies, and joint undertakings), both in Brussels and across Europe.

Following internal USB elections, two members were elected on 16 November 2022 to represent the Agencies Section. They have since been joined in their work by five colleagues from different agencies, both executive and regulatory.

1. Introduction

This report outlines the key activities undertaken by the USB Agencies Section from 2022 to 2025, assessing progress in line with the objectives set out in the General Meeting Resolution of 30 June 2022. The resolution aimed to strengthen representation, improve legal support, and advocate for better working conditions across EU agencies and joint undertakings.

The 16th Congress of USF (6–9 May 2023) adopted a resolution reaffirming the importance of career prospects, progression, and working conditions in EU agencies within the broader social dialogue.

2. Strengthening Union Presence in Agencies

Resolution Objective

Establish or reinforce Union Syndicale representation in agencies where no USF member organisation exists.

Achievements

- Completed a representative mapping of agencies in 2023, identifying representation gaps and encouraging collaboration among USB members within the agencies, notably through organised monthly coordination calls and virtual meetups.
- Circulated newsletters and briefings tailored to agency staff, including a special “Agency Staff Rights” series.
- Supported staff committee work where USB members are elected, including in EUAA, ECHA, EMA, and FRONTEX.
- Facilitated the formation of local USB groups in:
 - **FRONTEX, growing from 60 to 167 members.**
 - **EUAA, counting from 30, now to 64 members.**
- Carried out on-site visits to agencies such as FRONTEX, EUAA, EMA, EFSA, eu-LISA, and ECDC.
- The FRONTEX visit was a success story with multiplying effect. It resulted in two local staff being fully integrated into the USB Agencies Section to manage the respective casework. Negotiations to sign a franchise agreement were initiated.
- In EUAA the USB presence was acknowledged from the management that agreed to continue the social dialogue.
- The EMA visit later this month aims to enhance USB presence in this agency.
- Delivered online presentations introducing USB/USF at ECHA, CEPOL, EUAA, and ENISA.

- Distributed USB publications such as AGORA magazine and legal briefings to raise visibility, with Agencies Section members as contributors.
- Benefited from secretarial support from USI for the diffusion of USB materials to agency staff.
- In just 2.5 years, the USB Agencies Section has doubled its membership, becoming the fastest-growing section in USB. This is a trend that proves the necessity of the Section and shows signs of further growth.

3. Legal Support and Advice to Members

Resolution Objective

Provide accessible legal advice and assistance to members facing contractual, mobility, or reclassification issues.

Achievements

- The agencies section handled over 200 member requests.
- Union lawyers provided more than 283 legal consultations.
- Legal support was provided in 25+ individual Article 90(2) cases, covering contract disputes, career progression, and reclassification.
- The agencies section intervened in key legal cases concerning correction coefficients, promotion irregularities, and workplace conflicts.
- The agencies section coordinated with USB legal advisers the preparation of legal assessments and draft complaints.

4. Advocacy for Fair Career Progression and Reclassification

Resolution Objective

Ensure consistent and transparent promotion and reclassification practices in all agencies.

Achievements

- Issued position papers on transparency in promotions, reclassification, and CA progression.
- Monitored career blocks in agencies, such as AST/SC ceilings and limitations on CAs.
- Raised concerns within the USB Bureau and contributed to interinstitutional dialogue on HR governance.
- Launched a survey on reclassification, with emphasis on the limited use of available procedures.

5. Improving Working Conditions and Social Dialogue

Resolution Objective

Promote social dialogue and fair treatment of staff in agencies.

Achievements

- Took part in the Front Commun during negotiations with directors of the six executive agencies. Key outcomes:
 1. Successfully mobilised opposition to the relocation of executive agencies to Brussels' Northern District, prompting direct dialogue with the Commission.
 2. Supported negotiations on a resource package for staff committees.
 3. Contributed to discussions on potential modifications to implementing rules relevant to agency staff.

- Organised structured exchanges with staff committees and management of agencies.
- Advocated on hybrid work, contract conditions, and local salary correction coefficients.
- Officially raised concerns about inconsistent flexitime rules, especially agencies not adopting the EC Decision's provisions (e.g., the 20-hour cap).
- Requested that DG HR involve agencies in early drafting phases of model decisions and seek Staff Regulations Committee opinions, ensuring agency representation is properly weighted.
- Monitored health, safety, and well-being during the post-COVID transition period.

6. Coordination with USB Central and Other Sections

Resolution Objective

Ensure the Agencies Section is fully integrated into USB's broader strategic framework.

Achievements

- Participation in USB Bureau, USB coordination meetings, and USF bodies.
- Raised agency-specific concerns during weekly Monday coordination calls; worked with USB Brussels and USB EEAS on issues affecting all decentralised entities; shared best practices and coordinated support in cross-cutting legal cases; contributed to interinstitutional consultations on JSIS, remote work, and pension mobility.
- Launched and led a campaign on mobility and internal competition eligibility for agency staff, culminating in a resolution adopted by the USB AGM in 2024.
- Took part in the Assembly of Agencies Staff Committees (AASC)'s meetings; the agencies section holds a second elected member on board of the Secretariat following the recent elections

7. Conclusion and Outlook

Since its creation in 2022, the USB Agencies Section has shown strong and sustained commitment to defending staff rights, expanding union presence, and supporting colleagues across the EU agency landscape. It is a dynamic and fast-growing section of Union Syndicale Bruxelles.

Looking ahead, the Section will focus on:

- Expanding to non-unionised agencies with online and on-site visits and by coordinating local teams in the agencies
- Strengthening legal capacity
- Advocating for career development frameworks tailored to agency staff
- Securing formal involvement of agency representatives in institutional social dialogue

Legal consultations, Trainings, Conferences, Participation and Viewing Statistics

Consultations with USB Representatives and Lawyers

+3500

Questions and consultations handled by our representatives in different sections

866

Number of consultations given by our lawyers (all lawyers combined)

Trainings in collaboration with ORSEU and ACCEU

USB in collaboration with ORSEU and ACCEU, organises specific and general training courses for its members, their family members and those wishing to become members, with a view to their participation in competitions.

ORSEU

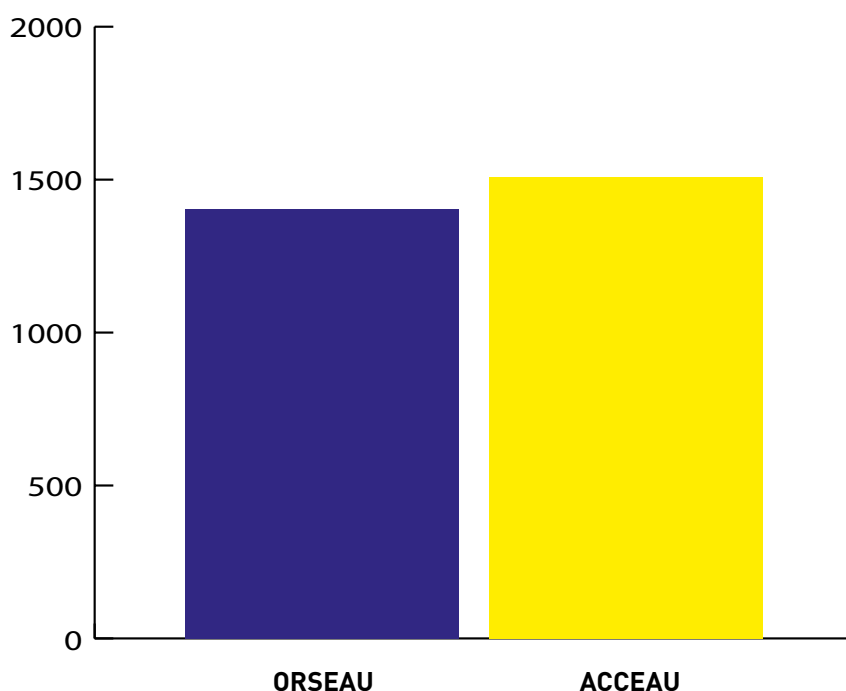
1401

participants

ACCEU

1507

participants



Wellbeing Workshop

Between 2023 and May 2025, we organised 23 workshops on various themes, (see the list). Due to the transfer of website from the old host to the new one (between USF - USB and then USB - to the new host), we only get the data from September 2023 to present. The number of participants at each workshop is usually between 150 and 400 (depending on the theme - see the list). In total, we have over 5,000 participants.

In English

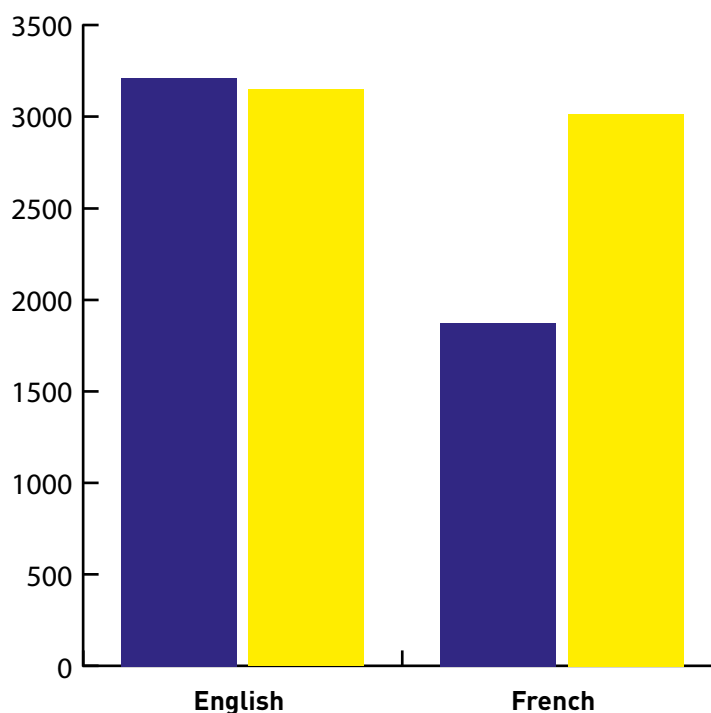
3207 **3145**
entries views

102%
Conversion rate

In French

1872 **3011**
entries views

62,2%
Conversion rate



Notes:

*Views : This represents the number of times a form is displayed to users, either through embedding it on a page, email or using a shortcode.

*entries: This represents the number of times users have successfully submitted the form

*Conversion : refers to the rate at which visitors who see a form actually submit it. It indicates that the inscription form is effectively capturing leads or completing the action. The higher the percentage the more effective the form is at getting users to fill it out.

List of Themes :

- Human Givens and How to Fulfil Your Emotional Needs
- Break Free from Control Freakism and Perfectionism
- On Loneliness
- Toxicity in the work environment and how to deal with it
- How to Survive and Thrive in 2025: Creating a Sustainable Self-Care Plan
- Discover Your Best Self : A 2025 Guide to Overcoming Stagnation
- Dealing with Overwhelm!
- Turn a mid-life crisis into a mid-life celebration!
- The power of Friendships: The effect friendships can have on our wellbeing
- On Stress Management
- On Psychological Safety at the Workplace
- On Rest Deficit and Healthy Habits
- Perfectionism
- Find Your Flow: Mastering the Art of Self-Care
- How to be Happier at Work in 2024
- Stress-Free Workplace Toolkit: Practical Strategies for Reducing Stress and Boosting Well-being
- How to believe in yourself and gain more confidence in the face of adversity
- Overcoming Imposter Syndrome and How to Build Confidence and Self-Awareness
- Dealing with Stress and Overwhelming

Webinars and Conferences

We have expanded our information services by organising a greater number of conferences and webinars on a wide range of topics, spanning both personal and professional development. Most of these events were recorded beforehand, with some being recorded live online at the same time, and made available on the USB YouTube channels, as well as embedded on the USB website. As a result, viewership continues to grow steadily.

+ 2613

participants (people who registered via our online form).
Note: **We did some webinars without registration form**

+ 6692

Views on youtube and counting.
There are still people watching / rewatch the videos.

+ 83616

Page Views on the Website: This represents the number of times a page containing a form and video is displayed to users—whether accessed through an embedded link, an invitation email we sent, or via search engines such as Google.

Webinar and Conferences in statistic

List of Themes (from the latest to the oldest):

1. How To Fill Out The Belgian Tax Declaration Online – Niels Bracke with Carlo Scano (live online)
2. Everything you want to know about your career at the Commission May 2025 – Olivier Le Dour
3. Inheritance Tax: Why Anticipation is Essential? Me Mikael Gossiaux with Carlo Scano
4. Risk prevention in case of loss of autonomy- Me Michela Velardo with Perrine Le Magnan (live onsite and online without inscription)
5. Your Career at the Commission January 2025 – Olivier Le Dour
6. Cycle of Webinars on Parenting: Part 3 – Mazale Solutions with Sandrine Coets
7. Cycle of Webinars on Parenting: Part 2 – Mazale Solutions with Sandrine Coets
8. Cycle of Webinars on Parenting: Part 1 – Mazale Solutions with Sandrine Coets
9. Transfers in or out of your pensions rights - Nathalie de Montigny with Sophie Hottat
10. The Method of Salary Adaptation– Fabrice Andreone with Sophie Hottat (live online with restricted access to the video on youtube)
11. Certification Exercice 2024 / 2025– Olivier Le Dour
12. Implications of the Court's Ruling on Travel Allowances- Niels Bracke with Sandrine Coets
13. Conference on Artificial Intelligence - Rudy Druine with Carlo Scano (live onsite and online)
14. Webinar on School Allowance– Sophie Hottat, Agnès Lahaye and Sandrine Coets
15. The Belgian Tax and Me 2024 – Me Mikael Gossiaux with Carlo Scano
16. Acquisition of The Nationality of The Country of Assignment (republished) - Céline Verbrouck
17. Webinar : the Pöpperl Case Law of the ECJ and BVerwG (en Allemagne) - Herr Rechtsanwalt Jörg Düsselberg moderated by Sebastien Winkler
18. The Key Aspects of Successions in an International Environment- Marc Quaghebeur (onsite at the Council)
19. **Certification Exercice 2023 / 2024 – Olivier Le Dour (this is a podcast without inscription).**
20. The Belgian tax system– Mikael Gossiaux

