FLASH APRIL 2025

Union Syndicale Fédérale Consilium

Brussels, 2 April 2025

You will find the following topics in this edition:

The fight behind our salaries

In April, we will receive a non-retroactive 1,2% increase. This is the third and final step of the +8,5% adjustment for 2024. For more details, see our Flash of December 2024.

Without the efforts of Union Syndicale, your current salaries would be only 50% of what they are now.

The automatic salary adjustments are based on the “Method” developed by **Union Syndicale** and implemented after a long struggle by our union decades ago. The complete history is available on our website. Below are some important milestones:

- **1971:** Ludwig Schubert, an official and **US** member, **devised the ‘Method’ establishing a link between the salaries of EU and national civil servants**.
- **1981: US organised six months of strike action to regain the ‘Method’** which was adopted and then cancelled several times.
- **1991**: **US organised four and a half months of strike action** to renew the ‘Method’ which was incorporated in the Staff Regulations.
- **2004**: the ‘Method’ was renewed and guaranteed a **parallel adaptation of EU pensions**.
- **2014**: the ‘Method’ was renewed with provision for its **automatic application**.

Today we face additional challenges: a significant reduction in our workforce, longer working hours, increasing workloads, potential risks of digitalisation in the workplace, increasing austerity and more job insecurity. Only with your help can **Union Syndicale** continue to defend your rights.

If you have any question, would like to join us and contribute to our work, do visit us or send a message to union.syndicale@consilium.europa.eu.

The Council’s mobility contribution is too low

Since 2020, colleagues have benefited from a simplified, flat-rate contribution of EUR 350 per year (EUR 850 for FG1), which remains more or less acceptable for those in the Brussels region although it fails to take into account the steep increase in STIB fares during this period.

Colleagues who for family or financial reasons live outside Brussels are in a considerably worse position. When using public transport, they are not adequately compensated under the amended rules. Some of these colleagues are also on the lowest pay grades or on short-term contracts and may need to work on-site 5 days a week because of the nature of their work. They therefore have little choice but to commute by car.

As we explained in our Flash of December 2024, **our institution's mobility contribution does not compare well with that of some other institutions**, yet the additional sums needed to provide a better incentive to use public transport are relatively modest compared to the GSC's budget. Importantly, they will help reduce carbon emissions and air/noise pollution. **The Council should set a better example.**

Support for candidates in internal competition

A new internal competition for ADs will be published soon.

We appreciate the efforts of our Administration to organise these competitions more regularly as they are an effective way to retain talented staff and provide our colleagues with better career prospects.

US offers support to its members at all stages of the competition including:

- individual advice and assistance at all stages,
- premium webinars to prepare for the reasoning MCQ and the written test,
- training books and links to other useful information,
- group sessions with experienced colleagues to prepare for the final selection interviews.

To register, please send an email to union.syndicale@consilium.europa.eu.

If you would like to join us, send a message to union.syndicale@consilium.europa.eu .

Workloads remain at a high level

Workloads remain high across all services, often seriously impacting colleagues' health and well-being. **It is vital that the Administration makes a far greater effort to explain to Member States the need for acceptable working conditions and staffing levels.**

Some Member States have complained recently about the low level of representation of their nationals in the institutions (the famous "geographical imbalance") and we hope they will therefore be keen to avoid any further attacks on the Staff Regulations. Such attacks would make the institutions even less attractive for applicants from those and other Member States.

Union Syndicale Fédérale is writing an open letter to the Member States that raised this issue, stressing that **improving the conditions and career prospects of all European civil servants is a precondition for encouraging candidates of all nationalities to apply for EU jobs**.

Tax clinic

Taxes are complicated and often require expert knowledge to handle them correctly. **Union Syndicale** is offering its members a private consultation on their individual tax-related questions.

The next tax clinic is scheduled for 12 May 2025.
Please register by sending an email to union.syndicale@consilium.europa.eu .

If you think we do a good job, please join us and even get involved.
We are stronger together.

Union Syndicale
Executive Committee

Bernd	Frances	Michael	Kerstin	William	Agnes	Mohamed	Felix	Peter