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**ELECTIONS CLP HU 2012
COMMISSION en DELEGATIONS**

**OUTSIDE THE EU ELECTIONS
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Retaking our jobs

A strong public service for an ambitious foreign policy

Jobs we can be proud of

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Six unions on one list

**Building unity
To better defend you**

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**A more efficient,
united list**

**Pulling together with the majority
of the EEAS and of the Central
Staff Committee**

United to defend all of staff

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A single foreign policy

**Better coordination despite
complex structures**

**For a motivated, efficient,
qualified public service**

**For a foreign policy that serves the
EU's public interest**

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There is no free lunch
The EU must pay its
EEAS

**No to destructive cuts and dark
designs**

**Yes to eliminating duplicate work
by national embassies**



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What do we want?

**Reinforce the role and unity of the
European Institutions**

**A strong, efficient public service
with improved Staff Regulations**

Equal rights for all



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What do we want?

Defend staff, make its work more valuable and efficient, reorganize without demotivation

End the discrimination against post-2004s, Contract Agents, Local Agents, 55+ year olds, ..., rebuild unity of action in the delegations

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For real teamwork

Defend staff as a whole

Don't allow us to be devided against one another

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Let staff participate in decision taking

For concertation !

Staff must participate in decisions that affect it

Better communication to avoid duplicate efforts by the EEAS and the Commission

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For real concertation with
staff representatives

**For transparent procedures based
on published criteria**

**Let staff representatives take part
in recruitment and certain other
processes**



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No one forgotten

**Do delegations feel isolated and
forgotten?**

**A common list to unite and defend
them!**

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For solidarity and
equality

**Mobility between the center and the
delegations for the Contract Agents**

**Decent social coverage for the Local
Agents**

**A fair and transparent system for
promoting and reclassifying Local
Agents**

Promotion opportunities for all!

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**Demand respect for
the rule of law**

**No to the Council's repeated
attempts to nullify European
regulations (« the Method »,
pensions)**

**Demand that the Commission
respects its own social directives,
especially for the Local Agents**

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Precurity is not a
personnel
management tool !

No to discriminations
Yes to career perspectives

One Staff Regulation for all



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A career path for all

For a real human resource policy:

Mobility, internal competitions, return to the center, promotions based on real responsibilities, according to published standards

Flexitime for all

See out talents actively, support career progression, gender equality



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**OUTSIDE THE EU ELECTIONS
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One career path for all

**Reclassify all colleagues recruited
after 2004**

**Mobility between agencies and
within the institution for Contract
Agents**

Internal competitions for all

**Revise the low salary grid and unfair
working conditions of Local Agents**



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Yes to mobility integrated
into the career plan

**For mobility as a career
opportunity**

For interinstitutional mobility



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No one left behind

**For a fair, transparent rotation
system based on published
standards**

**Promote Contract Agents'
employment through mobility
with and between the Institutions**

**Real health and disability
insurance for Local Agents, and
decent pensions**

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For real teamwork in
the delegations

**Respect health and safety rules in
the buildings.**

**The center must support the local
administrations to avoid delays
and assure equal access to
training, flexitime, social services,
etc...**



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End injustice inflicted
on the Post2004s

**Reclassification in higher grades,
revision of the low salary grid,
respect of promotion guarantees**



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No to the Council's attacks!

Refuse worsened Staff Regulations, discriminations, cut off careers



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We act!

We inform

We propose

We negotiate

We explain

We unite

**We inform comprehensively and
in clear language.**

We influence the debate!

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We are you!

**We listen, we are in the
delegations!**

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With you, day by day

**Representativity based on
grassroots presence**

Demands solidly argued

**The ability to negotiate and
change things**



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A culture and practice
of debate

**We are respected because we know the
files!**

We are present in all Institutions

**Our members come from all
delegations and all Member States.**

**We represent staff in all its diversity of
legal status, origin, profession**

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A culture and practice
of debate

We have pushed forward:

**The extension of Contracts to
6 years**

**Internal competitions for
Contract Agents and Post2004**



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Everyone takes part in
the debate

**You are informed, you know
our thinking, you are part of
our strategy!**



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More than unions

**Our political vision: a united
Europe serving a policy of
solidarity**

**Rebuilding unions by listening,
building groups, common actions,
being near you**

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**OUTSIDE THE EU ELECTIONS
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More than unions

A multidisciplinary team

**Members representing staff
diversity**

A team with values

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Help us help you

**Against Council attacks and the
fracturing of external action
structures, let's take responsibility
for strengthening staff unity**

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