



TOGETHER *Luxembourg* ENSEMBLE *List 3*

Staff of DIGIT: Will you accept the "fait accompli" policy?

Luxembourg, 21/11/2019

In October 2019, DIGIT informed its Luxembourg-based staff of its decision to move from a configuration in individual offices at the DRB to an open-plan office space called a "collaborative space" or "open space" from January 2020 as it has done in Brussels at the MO15 building.

In their [communication](#) of 8 October, USF Luxembourg + FFPE asked the DG to review its position by organizing a consultation of the staff of DIGIT and to withdraw its project if it was not accepted by the majority of colleagues concerned.

But at the so-called "Coffee with Gertrud" meeting of 19 November, the DG closed the debate by answering "NO" to the question: "Is it possible to follow the example of DG TAXUD in Brussels and consult the staff and if they reject the proposal, to cancel the transformation of the offices into "open space?"»

This is contrary to the guidelines in the [Office Accommodation Manual part 2](#), which indicates in several places that the staff who are affected must be associated to any such change, and that the CSHT must receive the full information and be consulted for advice on the whole file including the consultation of the staff.

The 'NO' of the DG is purely and simply a breach of the regulations in force ...

What is more, the new [Commission Communication](#) adopted by the College of Commissioners says in summary: no generalized open space, a case-by-case study must be carried out, and staff should be involved in the implementation of any such new office project.

Moreover, while more and more independent reports denounce the physical, social and psychological harm that these collaborative spaces cause, DIGIT persists in making this kind of decision in total disregard of the opinion of its staff.

Therefore, the staff of the DIGIT of the DRB must answer this question::

"How many of you refuse to go to collaborative space and how many of you reject this policy of fait accompli?"

If, like us, you do not accept this imposition of a 'fait accompli', let us know by return of this mail.

Do not hesitate to express yourself! If your answers show that the majority is against, then we will have more weight to protest against DIGIT forcing through this major change in working conditions against the will of its staff.

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