

Déconfinement....

Back to the future: few conditions for coming back to the office

Luxembourg,

Like the states hosting our Institution, we will also gradually go back to normal working conditions. Basically, teleworking less or not anymore.

The situation in Luxembourg is no different from that of the Member States but it is special. Indeed, a third of us employee live across the borders of Luxembourg. Therefore such decision of our Institution concerning the Luxembourg site should consider the deconfinement plans of 4 countries (France, Belgium, Germany, Luxembourg), involving 3 borders and at least 5 school systems (the 4 national and the European school). Not an easy task!

This particular complexity is added to the following essential elements that we also require from our employer:

- The cleaning of premises and others (door handles, etc.) according to the strictest sanitary standards;
- The supply of masks in adequate quantity and quality and at least similar to the national approach, but also
- That our most exposed colleagues - be in contact with others (educators, catering, all staff in shared space) - be provided mask in priority and in sufficient quantity;
- That very clear rules be established with regard to physical meetings and any other workspace with frequent interactions such as cafeterias, canteens, restaurants or even the daycare center (children, educators and parents),
- That the obligation to return to the office be applied in a reasoned manner based primarily on the medical security of colleagues but also,
- That it takes into account the elements above and in particular the aforementioned multi-country complexity (typically if a parent has to take care of a child in a given school system abroad, if the movements are always limited / prohibited / conditioned)
- That the implementation of deconfinement be seriously supervised in order to avoid the abuse of the "petits-chefs" who were encountered during the confinement period. The same care that would have seemed logical in confinement must finally be applied during this deconfinement.

Indeed, it must be noted that the principle which prevailed in confinement of giving all the weariness of choice to the services, did not function. It did not only lead to the abovementioned abuses but also to nonsensical decisions (choice of the type and quantity of critical people disproportionate and / or not justified).

The central administration (DG HR) of the Institution, under the guise of grand principles and legal texts, has left a lot to be done and should put everything in order. It should also show solicitude by taking responsibility for its workers who have continued to produce despite the difficult conditions and not always good management.

In the mean time, keep safe and protect yourself.

Need help, questions? Contact us:
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