



European salary below the Luxembourg minimum – minimum involvement of institutions

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Last December, Luxembourg raised the minimum salary by indexing it. This national social measure obliges us to remind you that part of our colleagues are paid below, or slightly above, that minimum salary. Facing this situation, the various Institutions and bodies located in Luxembourg have set up various compensation systems and it is to be welcomed that they exist. However, each Institution proceeds in its own way, despite the fact that we have the same Statute.

These systems can be divided into two groups:

- Group A - The EIB and the Court of Auditors solve the problem by hiring 'from entry' above the minimum salary, which is taken into account for the pension rights and in case of unemployment;
- Group B - The Court of Justice, the Parliament and the Commission hire to the basic grade, including those below the national minimum salary. As regards colleagues falling into this category, salaries are completed on the payslip by a separate allowance. Therefore it does not impact (or negatively) the rights for the pension or those in case of unemployment. As a matter of fact, each actor goes with its own calculation, taking into account (or not) the expatriation allowance, for example. Guess which Institutions of Group B is the one with the least advantageous basis of calculation!

It is obvious that Group A is applying a relatively better solution because our colleagues of Group B are penalised for their entire career. Another discrimination that both Group A and Group B suffered of is the regular indexation of national salaries (which has an impact on prices and thus on the cost of living in Luxembourg). Indeed, the Luxembourg adaptation is much faster and stronger compared to the indexation of the salaries within the Institutions.

The Statute concerns all Institutions (except EIB). The Statute is unique but its interpretation is free. However, CALUX (a formal group of heads of administration of the Institutions based in Luxembourg), which in theory is a platform for exchange and harmonisation should logically be a key actor to solve the Luxembourg's attractiveness issue (cost of living). This group seems to produce many ideas, but obviously not that of harmonising or proposing any other satisfactory solution that would really solve the future of our colleagues concerned.

As a conclusion, we invite the Commission to align its terms of engagement with the system adopted by Group A, i.e. by granting a grade of entry above the Luxembourg minimum salary.

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