



Method, a bulwark against the effects of record inflation

Luxembourg, 02/05/2022

The salary adjustment/adaptation method is a historic achievement of **Union Syndicale Fédérale**, which has always defended and firmly claimed that adaptation of salaries and pensions must guarantee parallelism with the salaries of civil servants in the Member States.

Past data show that this parallelism roughly results in an evolution comparable to inflation over the long term. **Union Syndicale Fédérale Luxembourg** believes that the method will continue to produce similar guarantees in the interest of staff and social peace.

It is worth remembering that the current method was obtained following several long-term strike actions in the 1980s and 1990s. **Union Syndicale Fédérale** was already at the forefront of the fight for an automatic method of pay adaptation, while Member States and other unions insisted on an adaptation that would be negotiated each year. It is obvious that the **more the method is adopted for the long term, the more effective it is**, while the moments of negotiation are opportunities for the Member States to reduce our remuneration.

Union Syndicale Fédérale Luxembourg reminds that the various statutory reforms have already resulted in solidarity (or crisis) levies to the detriment of the purchasing power of colleagues.

This is how the legislator provided, during the reform of the 2014 Staff Regulations, for a **systematic structural deduction on part of our salaries, visible on our payslips and which can go up to 7%**. To this must be added an 8% loss compared to civil servants in the Member States during the "austerity years", from 2011 to 2014, when salary adjustments as calculated by Eurostat were simply ignored (only an adjustment of 0,8%, well below the cost of living evolution, was obtained in 2011). To this one must add the growing purchasing power decline of Luxembourg against Brussels.

The most important positive point that **Union Syndicale Fédérale** was able to obtain during the last reform (in 2014) was **the implementation of a fully automatic method of updating/adapting remuneration and pensions, enshrined in the Staff Regulations**. This method no longer gives any possibility of modification or blocking, except when in compliance with the specific moderation and exception clauses.

This method also includes an intermediate adaptation clause which is triggered when the change in the weighted average cost of living in Belgium and Luxembourg exceeds certain thresholds during the second half of the previous year. **On the basis of data provided by Member States and checked by Eurostat, a catch-up could take place this summer, the effect of which would be retroactive to 1 January 2022.**

This catch-up may not correspond to the published inflation figures because other elements, some of which have yet to be calculated, will be taken into consideration.

Union Syndicale Fédérale Luxembourg considers that the staff have already given enough: 8% loss compared to civil servants in the Member States, plus the solidarity levy on part of the salary. **If we want the Institutions to remain attractive employers, we must defend and maintain the favorable elements negotiated for staff.**

Union Syndicale Fédérale Luxembourg asks that the staff is not again considered as a budgetary adjustment variable, and requests the correct application of a negotiated method which is beneficial both for the fairness of our remuneration and for social peace within the Institution.

For more information, see <https://usf-luxembourg.eu/en/salaries/>

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