



**Union
Syndicale
Fédérale
Luxembourg**

TOGETHER FOR LUXEMBOURG - USFL

Competent colleagues who put their expertise at your service.

USFL provides you with its expertise, expresses its positions (tracts) and advises you. A Union of action, which is there for all without distinction, even outside election periods. Not bla bla, no big speeches, but concrete actions.

Our priorities for the term of office of the Luxembourg Staff Committee 2022-2025

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| Attractiveness of the Luxembourg site: | <ul style="list-style-type: none"> ➤ Introduction of a housing allowance: there is no need to reopen the Staff Regulations (the corrective coefficient is an unrealistic solution already rejected by the Institution) ➤ Strengthening services in Luxembourg including the Georgieva/Asselborn agreement through its 3 pillars: legal/financial and digital complemented by the 12 actions defined by CALUX ➤ Better career opportunities/prospects in Luxembourg (mobility and job offers, including to other Institutions, change of categories, certification, screening, reclassification, promotions, etc.) ➤ Stability of services (CHAFEA and other executive agencies): automatic creation of working groups/"chambre d'écoute" to accompany all reorganizations |
| Remunerations and pensions | <ul style="list-style-type: none"> ➤ Prolongation of the automatic method of adjusting salaries and pensions ➤ Safeguarding the actuarial balance of the minimum subsistence figure and retirement age rule ➤ Transfer of pension rights and better legal action ➤ Effective reactivation of social committees: financial aid granted by the "Joint Social Committees" (CAS, CASS, CCOPS, RFSCE) ➤ Renegotiation of the method of adjustment to the Luxembourg minimum wage – currently differentiated according to the Institutions and bodies based in Luxembourg |
| Careers | <ul style="list-style-type: none"> ➤ Implementation of all promises (concrete or realistic) of the HR strategy ➤ Transparency and modernization of recruitments (induction and support for newcomers and their families) ➤ Career monitoring (change of contractual or institutional status) ➤ Continue and develop certification as a tool for social and professional promotion ➤ Transparency and efficiency in appraisal (simplification of reports) and promotion/reclassification; Standardization of systems throughout all the European institutions ➤ Contract staff: more frequent reclassification and screening. Wider possibilities to participate in internal competitions for all function groups ➤ Developing recruitment channels at the Commission in association with open competitions: <ul style="list-style-type: none"> ➤ More internal competitions ➤ Flexibility in the recruitment of contract and temporary staff ➤ JPP (Young Professional Program) and SPP (Senior Professional Program) ➤ Offer of real career prospects to AST and AST/SC colleagues ➤ Tailored training courses available for all in Luxembourg to support social promotion and career development ➤ Ensure stability and career prospects for educators, drivers, catering staff and other specific jobs; under all types of contracts ➤ Improved support for future pensioners. |
| Transparency | <ul style="list-style-type: none"> ➤ Maintaining the electoral system of the Local Staff Committee ➤ Local Staff Committee given back to staff and only its service ➤ Continue to get Staff interested (and involved) in the activities of the LSC, in particular in participating in selection boards, selection panels (TA, CA), joint committees, working parties, etc. |
| Social policy | <ul style="list-style-type: none"> ➤ Continuity of quality services: Day nursery/ Child care /European Schools ➤ Maintaining direct management of catering and Foyer ➤ Infrastructure policy in Luxembourg: require the well-being and safety (individual and health) of employees at their workplace ➤ Reconciliation between private and professional life ➤ Greening and its consequences: require well-being, IT security and coverage of employees' costs when teleworking ➤ Availability of information (website, communication, news, etc.): require the Administration to make the Staff Committee more visible and valued, as well as the work and means of action of the joint committees and, in particular, the financial resources of the social committees (CAS, CASS, CCOPS, RFSCE) ➤ Provide the same level of legal support as the one that Brussels colleagues benefit ➤ Create a Social Desk (not just a webpage and a manual) that will guide colleagues in their administrative procedures |
| Working time | <ul style="list-style-type: none"> ➤ Fair and harmonized implementation of the Working Time Decision ➤ Monitoring the consequences for educators, drivers, catering staff and other specific jobs ➤ Maintaining the part-time with a adapted workload ➤ Rational development of telework outside the place of employment ➤ Clarification of standby duty in times of crisis (COVID, others) ➤ More transparency and information on the various leave entitlements (age, various special leave, etc.) ➤ 'Automatic' or more flexible transfer of leave entitlements at the end of the year |
| Social dialogue? | <ul style="list-style-type: none"> ➤ Effective and systematic reactivation of social dialogue on all work-related issues ➤ Strengthening direct exchanges with the services on site (DG visits by the Local Staff Committee) ➤ Continue exchanges with DG HR, the Commissioner, the Board of Heads of Administration (CCA & CALUX), etc. ➤ Increase the visibility and transparency of the existing joint committees (local and central). ➤ Facilitating the participation and recognition of colleagues' work in competition, selection boards and recruitment panels |
| Sickness insurance/JSIS | <ul style="list-style-type: none"> ➤ European Membership Card for All ➤ Ensure that the budget of the sickness fund is balanced ➤ Improving access to information and PMO services ➤ Timely and correct reimbursement of costs incurred (including direct payment of high costs) ➤ Better consideration of (new) pathologies and disabilities (cancer, long illnesses, etc.) |
| Health at work | <ul style="list-style-type: none"> ➤ Developing the "Well-being at the Workplace" ➤ Ensuring reconciliation between private and professional life ➤ Achieve model management of Harassment cases ➤ Better management and support for cases of burn out, bore-out, etc. ➤ Ensure healthy and secure working conditions (shared offices, open spaces, hot desking) ➤ Refine/develop/disseminate the crisis strategy based on the experience of the COVID crisis ➤ Develop and promote tools for managing psycho-social risks |