



AND IF IT WERE TRUE ?

Luxembourg, 01/04/2023

For all of you trying to grasp some facts: Yes! DG HR Heard you! Your massive replies to its survey polls solidly underline what you could only express this way: more saving measures for the benefit of all, not least your own, and the world as a whole: less recruitments, longer hours, the privilege of collaboration alongside concentration in dynamic open spaces and - just in case this would make your work less efficient -, the full option to catch up during telework.

But on a more serious note: thank God -or whomever you want to name your savior -, our Institution is soul searching to tackle the main challenges of today's world: act against climate change (the Greening of our Institution) and the fight for democracy (as a war is going on at the door of the EU). No holds barred to reach set goals and full speed ahead with our resources!

Just to save time, internal democratic standards are lowered. Some say there even might be an attempt to bypass your regular staff representation (<https://usf-luxembourg.eu/wp-content/uploads/2023/02/asocial-monologue-EN.pdf>). Yet surely in times of budget pressure, the human factor has to give way.

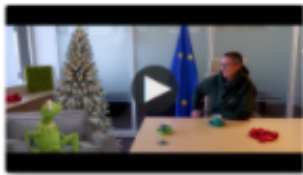
And we fully get that savings are realized at the expense of our working conditions. Reason fortunately prevailing, reliable sources say that a new package of actions is at the fringe of being issued:

- Open spaces revisited: further to concerns of noise, visual distraction and germs spreading, green walls will be raised. Instead of heating or cooling quasi-empty open spaces, temperature management will focus on meeting rooms. These are the new quiet zones and meetings are to be held online. Besides, rest capsules will be installed in the Post Mercier at the parking level as a side pilot project. The Medical Service as approved the experience. One would be able to work 15 hours straight and immediately rest thereafter to start again the day after. La Provençale is involved to help determine the health and safety as well as refrigeration aspects. The energy consumption and air recycling advantages are obvious but let's wait for the pilot result.
- Bring your own device: private immersion heaters and fans will be again allowed, as long as energy is charged at home. Battery charging of electrical cars will also be possible on a first come, first serve basis (please be civil when trying your parking luck). Those bringing children to school before work are logically excluded from this benefit. Details on My Intracomm.
- Round standard desk : regular rectangular or L type desks will soon be completed by more space efficient round tables. The proportion of such new desk will increase every year by 25% so that they will replace traditional desks by 2027. Presenting the advantage to accommodate one central lighting, they ensure further energy efficiency.
- Common use of electrical resources and light pollution : OIL actually runs an analysis in line with the Ville de Luxembourg (VDL) programme "for a better common use of our electrical resources and lighting means". The aim is to envisage that office employees commute within their office building after sun sets close to external public lighting to benefit from that 'free' lighting (called 'light commuting'). A Service level agreement would typically be signed between VDL and the Commission. Moreover, sources also indicate OIL will soon commission a market survey to acquire power cables compatible with public lighting plugs to feed our work laptops.
- Extension of the standard material package: OIL intends to extend the very popular standard package (keyboard, mouse, docking station) to individual body heaters. Sources say OIL has also commissioned a market survey to acquire such devices. Union Syndicale Fédérale Luxembourg has already written to OIL to ensure that the related tender terms of reference include gender specific models and other settings like one allowing to regulate automatically to the building heating or to the line managers mood (when present in the building).
- The inherited gender-inequality of Mercier Post (women's toilets 4 loos, men's toilets 4 loos plus 3 urinals) will be remedied by confiscating the men's urinals). Furthermore, some of the bathrooms will be relabeled gender neutral.

- Brand new office stoves : It is foreseen to buy office stoves. It is true that our offices contain lots of paper archives that might be used as fuel, thereby not only heating the office (probably for many years) but also saving even more office space. Noticeably, a specific paper currency model of such stoves was recently deployed at the European Parliament. But back to our office spaces, the deployment of the office stoves will be accompanied by a call for workers to bring their own meal and heat it there upon. This measure will provide more working time to the employee and solve once and for all the 'annoying' Luxembourg catering issue. It is indeed foreseen that the corresponding catering teams are trained and converted to heating engineers (which would encompass the personal heaters mentioned above).
- Besides, the use of Christmas electric candle is still under study. A dedicated My Intracomm page will detail the technical requirements of such devices that need to be energy efficient (high heat radiation efficiency and luminous efficiency)

These measures will probably crystalize in the following days. An Inter-service Consultation (ICS) seems scheduled just before Easter (The Orthodox one of course). The levels of burnout under staff and managers are expected to benefit from the new clarity and productivity models. All understand that the old line of what the management wants is what the team wants is what the individual wants makes place for a new, holistic approach called active listening. You will be able to openly say that unlike your energy bills, your productivity benefits from teleworking. And your manager will thank you for that.

We have ensured with our Local Staff Committee that the relevant Joint Committee (CSHT) will be consulted. USFL remains vigilant as it might be shadowed by the homing pigeon ICS (energy efficient homing pigeons will replace the navette mail delivery) or the Muppet show initiative ([My HR \(europa.eu\)](#)).



We were however informally re-assured that these measures will imply a proper adaptation of the Working Time and Hybrid Working Decision and especially that meal heating and light commuting can be considered as working time. Even if this will not compensate for the transfer of costs we individually experience by working from home, at least the Commission can proudly show it acts, thanks to your actual and future responsible citizen and office worker behavior, for the common good.

USFL always on slippery desk (probably linked to [drug consumption](#))!

Need help? Contact us:

REP-PERS-OSP-USF-LUXEMBOURG@ec.europa.eu

Your representatives:

BECH et T2: N. MAVRAGANIS, C-A POPESCU A KYRAMARIOS	Gasperich: N. FETTAH-ZAIT C. PALADINO S. KARDARAS P. VAKONDIOS P. ALMA	OP: I. WOLFF, M. COLLIGNON
--	---	----------------------------------



UNION SYNDICALE FEDERALE LUXEMBOURG

REP-PERS-OSP-USF-LUXEMBOURG@ec.europa.eu

www.usf-luxembourg.eu

