



List 5

Competent colleagues who put their expertise at your service.

USF-L 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. No bla-bla, no big speeches, but concrete actions.

Our priorities for the term of office of the Luxembourg Staff Committee 2025-2028

Attractiveness of the Luxembourg site:	<ul style="list-style-type: none"> ➤ Large scale review: never at the expense of Luxembourg! Make sure that Luxembourg becomes attractive! ➤ Extend housing allowance: no time limit of only four years, extend to cross-border workers ➤ No opening of the Staff Regulations (a 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 ➤ Full implementation of 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) ➤ Luxembourg specific competitions with higher entry grades including more internal competitions
Remunerations and pensions	<ul style="list-style-type: none"> ➤ Maintain 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"> ➤ Transparency and modernization of recruitments ➤ Transparency in appraisal and promotion/reclassification ➤ Increase certification possibilities as a tool for social and professional promotion ➤ Increase reclassification and screening for Contract Agents. Increase use of Temporary Agent contracts at end of 6 years or as a means of prolongation ➤ More internal competitions and wider possibilities to participate in internal competitions for <u>all</u> function groups ➤ Real career prospects for ACs, ASTs and AST/SCs ➤ Tailored training courses 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
Transparency	<ul style="list-style-type: none"> ➤ Maintaining direct elections of the Local Staff Committee ➤ Full involvement of Staff interested in the activities of the LSC: selection boards, selection panels (TA, CA), joint committees, working groups, etc.
Social policy	<ul style="list-style-type: none"> ➤ Continuity of quality services such as catering, childcare and European Schools ➤ Maintaining the Foyer for social activities ➤ Building policy in Luxembourg: fight for the well-being and safety of staff ➤ Reconciliation between private and professional life ➤ Greening and its consequences: no green washing at the expense of Staff. Reimburse teleworking costs ➤ Increase financial resources of the social committees (CAS, CASS, CCOPS, RFSCE) ➤ Provide identical legal support as offered to colleagues in Brussels ➤ Create a Social Desk (not just a webpage and a manual) to guide colleagues in administrative procedures ➤ Improved support for future pensioners
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 part-time with adapted workload ➤ Telework from abroad: increase number of days in compliance with culture of trust ➤ Standby-duty/means of urgent communication: fight for clear limits ➤ 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"> ➤ Social dialogue on <u>all</u> work-related issues ➤ Strengthening direct exchanges with the services on site (DG visits by the Local Staff Committee) ➤ Continue the fight for an Educators Delegation ➤ Continue exchanges with DG HR, the Commissioner, the Board of Heads of Administration (CCA & CALUX), etc. ➤ Increase visibility and transparency of local and central joint committees ➤ Facilitating participation and recognition of colleagues’ work in competition, selection boards and recruitment panels
Sickness insurance/JSIS	<ul style="list-style-type: none"> ➤ Fair tariffication of Luxembourg health services ➤ Grant more posts to PMO to help Staff navigate Luxembourg health costs (prior authorization, unfair ceilings) ➤ Timely and correct reimbursement of costs incurred (including transparency on hidden costs behind direct billing) ➤ Better coverage for specific pathologies and disabilities (cancer, chronic illnesses, rare diseases, etc.)
Health at work	<ul style="list-style-type: none"> ➤ Ensure Well-being at the Workplace through adequate risk analyses (musculoskeletal and psychosocial, workload) ➤ Ensuring reconciliation between private and professional life ➤ Reinforce follow-up on harassment cases ➤ Better management and support for cases of burn-out, bore-out, etc. ➤ Ensure healthy and secure working conditions (individual and shared offices, collaborative spaces in dynamic settings) ➤ Dynamic Collaborative Space policy: full integration of best practices for a healthier and more secure working environment