

The Unions arrived at F4E !!!

1. What is U4U?

The Union for Unity (U4U) a citizen-based European trade union, for all employees of the institutions

The U4U approach is quite distinctive:

- We have a **citizen-based approach**
- We have a **unitary approach** on behalf of staff and fight against divisions and the “every man for himself” attitude. We must be united!
- We encourage a **local approach**. That is why U4U is the only union to be represented in a large number of services and institutions by more than 120 “contact persons”.
- We do not limit ourselves to the **provision of services** – training, coaching, legal assistance, individualised support, giving quality information via our newsletters, videos and websites – we also **take concrete measures to improve the situation** of our colleagues by developing constructive proposals. In this way, we obtain tangible results in different areas.
- Nor is our approach limited to the defence of the basic principles of the Staff Regulations of the European Civil service: salaries, promotions, pensions, sickness insurance, salary method – it also aims to **improve our working conditions and our jobs**
- Finally, our approach requires **intensive social dialogue** within the institution at all levels, including in the services: the change that we want cannot be decreed from above, it can only be achieved by working with the staff.

Read more on our Webpage: <https://www.u4unity.eu/index.htm>

2. Who are your Local U4U Representatives?



The local representatives of U4U in Barcelona (from left to right): Marlene Flageollet, Paul Wouters, Chiara Cavalieri, and Gerard Gomez Escudero.

Local representatives - contact details

- Paul Wouters (F4E U4U Chairman), paul.wouters@f4e.europa.eu, tel: 1140
- Marlene Flageollet (F4E U4U Co-Chairman), marlene.flageollet@f4e.europa.eu, tel: 1245
- Chiara Cavalieri (F4E U4U Co-Chairman), chiara.cavalieri@f4e.europa.eu, tel: 1836
- Gerard Gomez Escudero (F4E U4U Co-Chairman), gerard.gomez@f4e.europa.eu, tel: 7572

Visit us on for latest news of U4U:

[https://f4enet.f4eda.local/sectionMyF4E/MyWorkingLife/Trade Unions/Pages/Union for Unity.asp](https://f4enet.f4eda.local/sectionMyF4E/MyWorkingLife/Trade%20Unions/Pages/Union%20for%20Unity.asp)

X

3. How to contact us?

Just drop us an email:

u4u@f4e.europa.eu

A new **TUSC room** is available on the 2nd floor for Private Concerns/Discussions, an appointment can be scheduled with one of your local representatives.

4. Join Us → We want you @ U4U!!!

L'Union Fait La Force !!!

Membership is 25 Euro/Year, to become member please follow below link or contact us on

u4u@f4e.europa.eu

Become a Member:

<https://www.u4unity.eu/Sepaform.htm>

5. Some Hot News from Brussels:

**Let's fight for a European budget that reflects the
Union's political priorities**

**Let's take action to guarantee the European Civil
Service's capacity to act**

Discussions resumed in the Council to define the Union's budget for 2020/2027. This discussion is important for upholding the Union's political priorities and maintaining our Civil Service's capacity to act.

There are several proposals on the table, all of which are insufficient for the challenges we face:

- The Commission plans a budget amounting to 1.11% of the European GDP, slightly down from the previous budget, but which has the merit of maintaining the current size of the civil service and its capacity to act (funded under heading 7 of the Union budget).*
- The European Parliament, as usual, proposes a little more at 1.3%, but no one currently knows what its final position will be.*
- The current Finnish Presidency of the Council has proposed a range of 1.03% and 1.08% of the gross national income as a "compromise", which is in any case lower than the proposals of the European Parliament and the Commission.*

Some Member States - the countries that benefit the most from the single market and the free movement of goods, workforce and assets - demand the maintenance of rebates (like the British in the past) under the pretext of the Brexit-induced costs on their economy, whereas the Commission's proposal rightly excluded these rebates. Contrary to popular belief, the richest donor states benefit from the effects of the Union's budget more than the amount of their contribution. These facts are little known. It would be in the interest of the Commission to disseminate them.

If one of these downward scenarios provides the basis of a compromise between the Member States, it will have negative consequences on the Union's capacity to act under difficult circumstances, whilst its action is the only solution to cope with the challenges of European societies and their growing difficulties concerning inequality.

Regarding the operating expenditures of the European Civil Service (salaries, offices, pensions, healthcare costs, European Schools, nurseries/day care, missions, etc.), the Member states wrongly believe that their financing should be based on only a percentage of the operational budget. In this context, a decrease in the general budget would result in an equivalent decrease in heading 7.

This approach ignores the fact that certain operating expenditures are irreducible (for example, the amount of pensions to be paid, or even European Schools for which the cost depends on demographic factors that have effects over time, etc.). It is the same for the Commission's work as guardian of the Treaties or to enforce all of the regulations that the Member States adopt. It also overlooks other expenditures resulting from the Commission's new activities, such as defence, which require maintenance, or even the growth of Human Resources. Finally, it forgets that over the course of each previous planning period, additional missions were assigned, notably for the Commission - refugee, financial or political crises, for example - which also demanded additional resources. We can reasonably estimate that there will be others like this in the future.

If such an approach prevails, the Civil Service will not be able to effectively implement the Union's political priorities, and the additional tasks resulting from this will be severely jeopardised. For now, we are talking about savings of between 2 and 4 billion, to be made under heading 7, which is equivalent to just under 10% of the staff.

U4U supports the Commission in being offensive and defending a position that will allow it to tackle challenges and preserve the quality Human Resources it will need in the future. We must give ourselves the means to take charge of the interests of European society in terms of economic and social coherence, environmental protection, the fight against climate change, security, etc. The European added value is not a luxury but an urgent necessity. U4U therefore expects the Commission to defend heading 7 and also to increase flexibility margins in order to better tackle new tasks that they will, without any doubt, encounter in the future.

U4U asks staff to remain vigilant and active and calls on trade unions to join us in asking for a social dialogue on these questions.

The future of the Union is at stake, as are our working conditions!