



UNION SYNDICALE FEDERALE

des Services publics européens et internationaux

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Ms. Nina GREGORI,
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EUROPEAN UNION AGENCY FOR ASYLUM
VALLETTA, MALTA
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Brussels, 4th July 2022

SUBJECT : Letter from the President of Union Syndicale Fédérale to Ms. Nina Gregori, Executive Director, EUAA.

Dear Ms. GREGORI,

Allow me, first of all, to introduce myself.

I am the President of **Union Syndicale Fédérale** (USF), a Trade Union which brings together 21 "Union Syndicale" organizations located in different European and international public service workplaces. These Unions have thousands of members of all categories, nationalities, contractual conditions and professions. **Union Syndicale Fédérale** is the only trade union in the European and International Public Service to be affiliated to EPSU, the public service branch of the European Trade Union Confederation.

I am writing to you today having received an explicit mandate from the Federal Committee of USF, during its meeting of 2 July.

As a matter of fact, we have received some disturbing news regarding the functioning (or, rather, certain aspects of dysfunction) in the Agency that you head.

Some of this information relates to repeated episodes of mismanagement and non-compliance with the principles of legality and impartiality by which any public administration is bound to be guided. Other refer to serious flaws in social dialogue and respect for trade union freedoms, which are protected, as you know, by both European Charter of Human Rights and by the EU Staff Regulations.

It is for us very disturbing that some of the people who have reported these incidents have insisted that their identities not be revealed, because they fear serious consequences for their employment, especially with regard to the renewal of their contracts when they expire. You will agree with us that such a state of things (even if they were exaggerated fears) is incompatible with the basic principles that should inspire any institution, any public entity.

As you well know, EUAA, or rather its predecessor EASO, is no stranger to controversy and criticism for allegations of staff harassment, including "psychological violence", misconduct in procurement procedures, irregularities in management of human resources, which led to the resignation of your predecessor. His management style was characterised by a disdain for any form of dialogue with staff and their representatives.

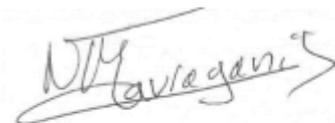
Our aim is certainly not to cause scandals, to create obstacles to the extremely intensive and extremely meritorious work that your agency does.

On the contrary, our aim is to promote a working atmosphere that facilitates, in a serene climate of mutual trust, the best results in the work of EUAA.

For the above reasons, I would be extremely grateful if you could grant me an urgent meeting (by electronic means) in order to discuss the situation and find, together, the most appropriate ways to re-establish a climate of serenity and trust.

I look forward to your kind, urgent reply.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'N. Mavraganis', with a stylized flourish at the end.

Nicolas Mavraganis
President of Union Syndicale Fédérale