



Presented by USB

Resolution concerning EU Agencies

The Congress

CONSIDERING the continuous increase in the number of programmes and operational budgets entrusted to the EU Agencies and the non-proportional growth in staff during the last decade,

CONSIDERING that the vast majority of Agencies do not have a Trade Union agreement, and subsequently, no formal or proper staff representation and social dialogue,

CONSIDERING the urgent need for improvement of the working conditions of the staff of the EU Agencies in the interest of the good management of the EU programmes and the proper functioning of these Agencies,

CONSIDERING the difference in the legal contexts of Executive and Decentralised Agencies, and the necessity to identify common and specific concerns,

DECIDES

- To take the necessary steps to ensure the implementation of an effective social dialogue between USB and the EU Agencies;
- To initiate the negotiations on formal specific agreements between USB and the Decentralised Agencies and between USB and the Executive Agencies, defining the terms of the social dialogue and the resources necessary, to allow Staff Members to carry out Trade Union activities during working time;
- To commit to support as part of the social dialogue:
 1. The fair and equal access to a continuous career progress, with particular reference to the certification processes for Temporary Agents (AST and AD), and the possibility for Contract Agents to become Temporary Agents;
 2. The continuity of the permanent character of the contract and of acquired rights when changing contract or status;
 3. Internal and external mobility possibilities;

4. The harmonisation of contracts duration throughout the EU Agencies and the shortening of the duration of successive contracts before they become indefinite contracts;
5. The limitation in the use of precarious contract staff and the choice whenever possible of job security;
6. The transparency on budget allocation, namely on justification of the disproportion between administrative and operational budget and its impact on the increasing workload, staff health and attractiveness of the EU Agencies that struggle to attract and retain high level profiles, in particular in the research field;
7. A fair, transparent, human-centered and negotiated management of cases of merger, transfer, closing, reorganisation (including scaling down) or relocation of an EU Agency;
8. Consultation of staff representatives to secure the compatibility of logistical working arrangements (hot desking, open space...) with job requirements and staff health;
9. A fair and flexible teleworking policy, based on efficient practices and a trust-based approach, in terms of teleworking allowance, working from abroad and work life balance.
10. Liaison with other organisations such as the Assembly of Agencies Staff Committees (AASC) and the Common Staff Committee (CSC)

With particular reference to Decentralised Agencies, DECIDES:

•To commit to support as part of the social dialogue:

1. A proper calculation of the correction coefficient for the adjustment of salaries;
2. The provision by the Commission/PMO to the staff of JSIS medical cards recognised by the health providers in all Member States;
3. The application of the Staff Regulations / CEOS by all bodies and missions that operate on the basis of legal instruments of the European Union;
4. The provision of childcare facilities and/or at least financial support to all EU Agencies staff as a matter of equal opportunities.

•To ensure that a Special Representative of USB continues to be nominated by the Federal Committee to support the EU Agencies. In co-operation with the Vice-President for Agencies, the Special Representative will implement the following tasks:

1. Negotiate the agreements between USB and the EU Agencies Executive Directors/Management Board;
2. Monitor the application of the Staff Regulations to EU Agencies in accordance with Article 1a of the Staff Regulations;
3. Develop a strategy of continuous communication with staff of the Decentralised Agencies;
4. Play an active role in recruiting new members;

5. Organise and provide support and training to staff and management in Decentralised Agencies;
6. Support US executives of Decentralised Agencies in the event of grievance procedures.