



# UNION SYNDICALE

European Civil Service Public Européen  
Member of Union Syndicale Fédérale, affiliated to the PSI and to the EPSU



Brussels, 18 November 2014

Memo for the attention of Ms Federica MOGHERINI

High Representative of the Union for Foreign Affairs and Security Policy  
and Vice-President of the Commission

Union Syndicale Bruxelles, together with Union Syndicale Fédérale, of which it is a member organisation, is a representative staff union representing and defending the interests of thousands of colleagues in the various European institutions and bodies.

For a number of years, Union Syndicale Bruxelles has been representing staff of various CSDP missions and operations, in particular EULEX Kosovo.

Whilst you are doubtless well aware of the problems currently faced by EULEX Kosovo, which have been widely covered by the media, we would like to draw your attention to the serious problems of staff management that our members encounter on a daily basis.

Whilst we are a recognised and representative staff association in the EEAS, we have been constantly denied recognition in EULEX, be it directly by the Head of Mission or by the competent authorities inside the EEAS.

Following our formal requests, the Head of Mission has put in place an Interim Staff Committee under conditions which we continue to consider as undemocratic and far below the standards of rule of law which EULEX is precisely supposed to promote.

As a consequence, we have been obliged to sue EULEX and the European institutions in the courts and, since EULEX still refuses to hold a proper and respectful social dialogue, we are continuing to bring legal actions before various courts.

Our members have given us evidence of maladministration and of mismanagement of human resources. In particular, the various reorganisations, restructurings and/or downsizing of EULEX or other CSDP missions and operations seem to be conducted without any respect for the human factor and for the rights of the staff in place. We have strong indications that the colleagues who dare be members of our trade union are blacklisted and earmarked for non renewal of contract. This should never happen in bodies which represent European values.

We therefore urge you to examine not only the allegations made in the media but also industrial relations in EULEX and in the other CSDP missions and operations.

We again request to be recognised as a representative staff association and to be regarded as a valid negotiating partner by the various CSDP missions and operations and by the authorities responsible for those missions and operations.

Günther LORENZ  
President of Union Syndicale Bruxelles