

# DEFENSE OF ALL CATEGORIES OF STAFF



## OFFICIALS - CONTRACT AGENTS

- HIRED
- a. BEFORE 2004
  - b. BETWEEN 2004 AND 2014
  - c. AFTER 2014

## WORKING CONDITIONS

# LIST N°

## CONTRACT AGENTS

- Opening to the **CAs nomination** (appointment on permanent posts) through, for example, ad hoc periodic competitions;
- **Upgrade** the **CAs GFI** functions so that they can also benefit from these competitions (cf "screening" implemented in Luxembourg);
- **Claim** for a more transparent **evaluation system** taking into account the real accomplished tasks/functions;
- **Reduce** the **waiting time** between two **reclassifications** (promotions) and increasing the quotas;
- Allow all the **CAs 3b (GFII - GFIII - GFIV - fixed-term contract)** to extend their contract up to 6 years as many of them, now, last only 3 years;
- Set up **specific rules** to allow the children of the **CAs** to finish their contract to end the school year in the European schools or equivalent.

## NO WORDS, BUT ACTIONS: HELP US TO HELP YOU



## OFFICIALS

- **AD** : Plan more mobility to ensure a decent speed of promotion and end blocking the careers of colleagues;
- **AST** : 'Screening' of all **AST** functions to enhance them in **AD**;
- Increase the quotas for colleagues who can be certified and guarantee a sufficient number of **AD** positions to hire them;
- **AST/SC** : Create a bridge (similar to the 'attestation') to allow the transition of **AST/SC** careers towards the **AST** career.

## WORKING CONDITIONS

- **Eliminate** all forms of social dumping, precariousness and discrimination, starting with the **CAs, AST/SC**, including the '**Transcategoriels**';
- **Defense of ALL acquired rights** (salary, pension system, etc.);
- **Establish** a policy of continuous training for all staff for professional development which is the key to a quality service of the Commission;
- **Improve** the balance between professional and private life ('**flexitime**' for all);
- **Return** to to a transparent and fair evaluation system;
- Identical **working conditions** for all, including telework and recovery of overtime;
- **Careers valorisation** of staff older than 50 by allowing them to communicate their knowledge and know-how.