

**More coherence, flexibility, and goodwill:
That's what we'd like to see from the Administration!**



Our Administration continues to cut corners on all imaginable expenses in an attempt to plug the gaps in Chapter 7 of the budget, which includes buildings, salaries, pensions... To do this, it keeps coming up with ever more disorganised and distasteful initiatives.

The Commission was so lacking in courage when it came to defending its budget in the negotiation of the latest multi-annual financial framework (MFF 2021-2007) that it had to resign itself to seeing the budget for the last fiscal year cut by 2.5 billion euros, at the expense of staff costs in particular.

The hunt for savings then began in the dubious context of the fight against COVID, which saw colleagues crammed together in open plan offices, or flexible spaces as they are now called in the latest jargon.

They are now using the energy supply crisis and the so-called "greening" of the Commission as new excuses for scrimping and saving. They've come up with countless creative schemes to reduce the number of offices, buildings and even parking spaces.

For example, one DG has just reserved entire rows of parking spaces for ghostly "visitors", while access to car parks is now conditional on daily "reservations" through an application. This has ended up disgusting our colleagues who still need to use their vehicle to get to work, as no alternative spaces are offered.

The way things are, it did not surprise us too much to learn of initiatives taken this summer by the Directors-General of DGT, EACA and FISMA who quite simply completely closed their buildings for the duration of the holidays and forced their staff to work from home.

These initiatives were taken with the complicity of DG HR, which makes believe that these excesses of zeal are “pilot projects” that are going to be extended or even made permanent, as the director of OIB seemed to admit. This is only the beginning of a long and disorderly march towards cutting down facilities of all kinds.

The Federation resolutely supports the ambition of “greening” our working environment and believes that the “greening” advocated by our Institution and the search for savings require an overall reflection, with credible, clear and significant alternative solutions.

This reflection can only be carried out in consultation, at the very least, with the staff representative organizations (CLP/CPPT), and not through a proliferation of petty changes thought up in secret by competing hierarchies who make sure that they themselves are not affected by the changes that they impose on their staff.

The Federation underlines how perfectly contradictory and incomprehensible it is that on the one hand some colleagues were told to work a minimum of two days a week in the office while other staff were locked out of their whole building by senior hierarchy all through the summer. In the approaching winter period, Staff will have to support the extra energy costs associated with working at home.

In this respect, we are still waiting for the Administration to trigger point 4 of article 13 of the decision on hybrid working time (C(2022) 1788 final), in particular for the benefit of employees most affected by the energy crisis.

The Federation therefore calls on the Administration to:

- Consult the staff representations (in particular the Committee for Prevention and Protection at Work – CPPT-) before considering the closure of any building and ensure that any such initiatives by any Directors-General are transparently and openly always submitted in advance to DG HR for review and coordination with the staff representation committees;
- Ensure that staff members who do not wish to telework are given a suitable Commission office and are not reduced to trekking around from one building to another looking for somewhere to work;
- Study the possibilities of specific aid for the personnel most affected by the costs of teleworking at home, and those most exposed to the psychosocial risks of upheavals in work organisation;
- Allow teleworking from abroad for more than 10 days, in exceptional circumstances such as long-term building closures.

The Federation

You will never walk alone !