



**The elections to the Local Staff Committee must be the occasion to make your voice heard in the current unstable climate:
rest assured, the Federation FFPE will defend you with all its determination**



In a few days (beginning 23 November) the elections **to the Local Staff Committee (LSC) in Brussels** will take place.



The personnel has something to say :

These elections are a major and immediate challenge. Not only because the Local Staff Committee is competent in many aspects of your daily professional life (health and safety, office organisation, buildings policy, etc.), but also because staff **must now make their voices heard with the greatest determination and clarity** in the face of an Administration which, more than ever, is trying to impose its own ideas on you regarding telework, buildings policy, staff restrictions, arbitrary careers and promotions, to name but a few.



Because experience matters:

The Federation FFPE, one of the longest-established trade union organisations in the European civil service (founded in 1962), has the necessary experience and knowledge of the issues, procedures, and history and, quite simply, a recognised and effective record of

trade union action in an environment as particular and changeable as the European civil service.



Truly independent:

Its strength lies largely in the values it embodies. **Independence and solidarity** are not empty concepts or slogans from another age. On the contrary, we believe that these values must more than ever accompany and support the professional life of all categories of civil servants and other agents of the European civil service, and beyond the institutional framework when privately-employed staff (cafeterias, security guards, IT...) are also victims of injustice.

The reasons why you should vote for the Federation FFPE:

1/ Because the **Federation FFPE** is in a position to provide **informed and effective support** in many circumstances in the face of the Administration's discretionary powers: selection, promotion, equal opportunities, working conditions, disciplinary procedures, etc... ;

2/ Because the **Federation FFPE** strives to find quick, satisfactory and fair solutions rather than resorting to empty words and pointless confrontations with the Administration; in particular, **it provides legal advice in civil service law** and can, on occasion, have its lawyers take on the defence of shocking or exemplary cases in court;

3/ Because the **Federation FFPE** also endeavours to provide care and support **when you are faced with everyday problems** which are not necessarily directly related to professional life; to this end, it can, through its extensive network of lawyers, provide advice or recommendations, including on relations with the Belgian authorities;

4/ Because the **Federation FFPE** tirelessly denounces all the excesses and abuses of power which too often lead to **cases of injustice** within our institutions, of which we unfortunately have so many examples: rigorously severe treatment for the weakest and lowest-ranking, compared to indulgent silence and complacency for the mistakes of those at the top of the ladder;

5/ Because the **Federation FFPE** defends **the independence of the European civil service**, which remains the keystone of a system under permanent attack from Member States obsessed with placing their nationals in positions of influence and progressively dismantling all acquired rights, with the objective of breaking up the Commission into intergovernmental agencies;

6/ Because the **Federation FFPE** calls for a true **Personnel Policy**, which the Administration is still unable or unwilling to put in place. As a minimum this should ensure fair career progression which is not, as is too often the case, based on arbitrary cronyism, favouritism, hidden deals and patronage.

7/ Because the **Federation FFPE** fights against the **complex hierarchy** which makes our "management" a much too heavy machinery, which fails to empower staff at lower grades and where it is too difficult to understand who is responsible for controlling whom, what, why and how;

8/ Because the **Federation FFPE** has been and remains particularly vigilant in the face of the upheavals brought about by the COVID crisis: the Administration is already using the health crisis as a pretext to prepare for a future in which a soothing managerial gobbledygook, which we do not even dare to translate into other languages for fear of ridicule (hot-desking, flexi-desking, agility, etc.), does little to conceal the abandonment of offices and buildings and, more generally, **the deterioration of working conditions**;

9/ Because **the debate on telework is still open** and raises many questions: how to reconcile hierarchical control and trust of the Staff, what balance should be found between work at home and at the office, **what part should be left to personal choices**. Nothing is yet decided so it is important that credible and experienced Staff representatives are there to face up to the Administration;

10/ Because the **Federation FFPE** seeks synergies between all the forces representing staff within the Institutions and does not indulge in incomprehensible, petty or unseasonable rivalries; the FFPE believes that there is strength in unity, and that this unity during concertation and negotiation **must be reflected in all trade union actions**

11/ Because the **Federation FFPE**, thanks to a large and united network of members of all grades and statuses within the institutions, is able **to raise the alert quickly** on any serious problem, and relay complaints, grievances and concerns without delay; its members and representatives can listen, accompany and advise;

12/ Because the **Federation FFPE** defends and promotes Europe's values and ideals. These must be served by a **solid and credible European civil service** that does not allow itself to be intimidated by the ill winds of nationalism, egotism and inward-looking attitudes. Is this too much to ask for when conservative candidates, including a former Commissioner, for the presidency of a founding country of the Union, contest the primacy of EU law over national law?

Vote for the Federation FFPE because your voice needs to count:

don't stay on your own, count on us.



European Civil Service **FEDERATION** de la Fonction Publique Européenne

YOU MATTER TO US !

 Stefanos STEFANIDIS	 Briette LEMOIGNE	 Svetla SHULGA	 Stavros KARAFILAKIS	 Pawel OLECHOWICZ	 Lidia STELLA	 Emilia PETER	 Francois PECERE	 Mateusz CHYLARECKI	 Veselina TZANKOVA
 Pierre-Philippe BACRI	 Sonia SMIDEROVA	 Konstantinos BERDOOS	 Maja ALADIC	 Zanna KAZAKOVA	 Christos BEZIRTZOLOU	 Bianca IORIATTI	 Frank KESSLER	 Tomas KUKAL	 Vesna KOBLAR
 Maciej KRZYSZTOFOWICZ	 Françoise HYLLEBERG	 Armenak OHANESSIAN	 Marta BIERNAUX	 Pascal MILLOT	 Marta NASTOS	 Oscar PINTO DA CUNHA	 Anne DEVOUCHE	 Cristian-Bogdan CIUCA	 Caterina ICZAK
 Quirico CRESCENZA	 Carine HANSENS	 Witold KLEINGRIS	 Kriszta ENNIS	 Leonardo DALZOGA SABOIA	 Klementina DIAKOMANOLI	 Alice FRACCHIA	 Antoni RAMON	 Rita GEDVILAITE	 Nikolaos ANDRIKAKIS
 Georgia MALLIARIS	 Ana Isabel QUEJ GALVEZ	 Friederike NEVE	 James COPPING	 Philippine GOELEN	 Pedro ALONSO SABEL	 Inge SWINNEN	 Fabien SORDET	 Magdalena GARCIA DIENAS	 Dominique BERRADALYX
 Nick HEILEGGER	 Françoise HERBOULLIER	 Armenak BERLING	 Eran DOERINGER						

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