

CONTRACT AND TEMPORARY STAFF COLLECTIVE CALL FOR SIGNATURES

Our Collective aims to mobilise contract and temporary staff, a human resource that is so valuable to our institution, in a context of budgetary constraints.

Our institutions openly declare their desire not only to continue using these staff members, but also to increase their numbers.

According to senior Commission officials (Secretariat-General and Commissioner), the use of these staff members makes an essential contribution to the smooth running of the institution. On the basis of their contribution, they are recognised as having the right to career prospects and mobility, as well as a reasonable chance of permanent access to the civil service.

The demands below reflect this political approach and will improve the situation of precarious contract and temporary staff, as well as successfully mobilise them, with a view to proposing them:

- On the one hand, to the institution as it undertakes an assessment of its functioning through the establishment of the high-level group led by Ms Catherine Day.
- On the other hand, to the trade unions, which are themselves contributing to the work of this group.

We call on all categories of staff to show their support. Staff unity is the best guarantee for defending their status and working conditions. Let us stand together.

If you agree with the following, whether you are a civil servant (AST-SC/AST/AD), temporary or contract employee, please send us your agreement by return email to this address or to the following address: REP-PERS-COLLECTIF-DES-CONTRACTUELS@ec.europa.eu

1. Fixed-term staff

- Automatic reclassification, within the same function group, of all contract staff after three years of service, prior to the extension of their contract for a further three years.
- The possibility of obtaining, after a maximum of 6 years as a contract staff and a maximum of 6 years as a temporary staff, and vice versa, according to terms to be defined, a total of up to 12 years, thereby becoming eligible for pension rights.
- Reform of the administrative rule against multiple appointments, which limits the presence of CA and TA staff to seven years, with some exceptions.
- Four internal competitions for permanent positions in six years for contract staff.
- One internal competition for permanent positions each year for temporary staff (i.e. six competitions in six years)
- 2 internal competitions over 5 years for temporary staff and civil servants, which enable both faster promotion and, where applicable, tenure.
- All children who have been enrolled in European schools for at least two years are entitled to complete their cycle (nursery, primary or secondary) free of charge if their parent working in the institutions reaches the end of their contract and is unable to renew it.
- Improvement of mechanisms enabling interinstitutional mobility (establishment of an interinstitutional job market)

2. Permanent staff

- Organisation of transfers between function groups (from GF1 to GFII, from GFII to GFIII, etc.)
- Opportunity to participate in regular internal competitions for permanent positions.
- Organisation of transition from CA to TA
- Improvement of mechanisms enabling interinstitutional mobility (establishment of an interinstitutional job market)

- Increase in the length of service at headquarters for contract staff outside the Union (6 years instead of the current 4 years)

3. Executive agencies

- Organisation of transfers from CA to TA
- Transformation of agencies into offices, giving contract and temporary staff the right to participate in internal competitions for permanent positions and mobility.
- Improvement of mechanisms enabling interinstitutional mobility (establishment of an interinstitutional job market)

4. Decentralised agencies

- Introduction of a group of civil servants where none exists.
- Category changes for CA and TA staff
- Establishment of central services jointly managed with the Commission to handle anti-harassment services, mobility organisation, disciplinary investigations, etc. for all agencies.

5. Creation of offices

Not only at the JRC but also at the European Parliament, allowing certain contract staff:

- To benefit from permanent contracts
- To move from FG I to FG II, etc., without losing their permanent contract, as the offices allow this

In fact, today, contract staff at the JRC and the EP who could have had permanent contracts in an office do not have them because their institution or service does not create offices.

These demands are compatible with the current Staff Regulations and do not require any reform of the Staff Regulations. Such a reform would not guarantee that these demands would be taken into account, while the risk of a downward revision of the current provisions (pensions, promotions, remuneration, etc.) is almost certain.

We believe that any reflection on the functioning of our institutions cannot take place without the involvement of staff, hence our approach.

We consider that, regardless of the department in which they work and their particular situation, CAs and TAs should, like all staff, benefit from career prospects and mobility.

We ask all staff to show solidarity and sign this appeal.

Staff unity and cross-category solidarity are our strengths.