

USHU Newsletter - November 2019



EEAS STAFF COMMITTEE ELECTIONS 2019 VOTE LIKE YOUR RIGHTS DEPEND ON IT –

VOTE LIST 4/U4U

Vote for the entire List 4 and make sure that EEAS issues are best represented with a competent and committed team comprising colleagues of all staff categories based in Delegations and at HQ

YOU DECIDE WHO REPRESENTS YOU

In This Issue:

- **LOCAL AGENTS – WHERE YOU STAND on the new LA Package**

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**SUMEET THAKKAR
LA NEW DELHI**



**UGO SOKARI-GEORGE
LA ABUDJA**

What is on offer for LOCAL AGENTS?

Crying out for more information on how changes will affect each individual

Over the past few months, USHU has been flooded with requests for more information concerning the new package for **LOCAL AGENTS** based in **EU DELEGATIONS** aimed at modernising their conditions of employment. Local Agents are requesting more local dialogue at Delegation level in order to understand better the implications for them of the three Decisions concerning Local Agents that were adopted just a few months ago, on 7 August 2019:

- **Conditions of Employment** of Local Staff of the European Union engaged in places outside the European Union
- **Autonomous or complementary medical cover for Local Staff** in Union Delegations in countries where coverage by the local system either does not exist or is insufficient
- **Autonomous or complementary pension benefits** for Local Staff in Union Delegations in countries where coverage by the local system either does not exist or is insufficient

How it all began

The process was launched at the initiative of the EEAS with a discussion paper submitted to trade unions over two and a half years ago, in **March 2017**. Naturally **USHU** was present in big numbers at the kick-off meeting in Brussels as we knew how important this proposal would be given that the current LA conditions were established decades ago!

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The aim from the outset was to adopt "**an ambitious package to modernize and improve the employment conditions of the 3,200 local agents employed by the EU**" and get "**more contemporary, more comprehensive and clearer rules**". Local Agents would have better post-employment conditions, faster careers, increased social rights, fairer severance grant, further extension of the complementary medical cover after retirement, improved social security cover and so on. The intention was also to ensure more comprehensive rules covering a range of issues from ethics and conflict of interest, to flexitime, rules on notice period, a strengthened appeals procedure.

What next?

Following the adoption of the Decision, the EEAS now has the pretty daunting task among others, of finalising over twenty separate implementing decisions that need to be brought up to speed to enable the full application of the new LA Package with the aim of providing all necessary information to Local Agents by January 2020 at the latest. Faced by this important choice, USHU has insisted with HQ on the need to give each and every Local Agent adequate time to take a well-informed decision.

It has been agreed that Local agents will have up to 5 months from receipt, to opt for the new Conditions of Employment

Those who prefer not to accept the new package will simply remain with their current contracts and therefore no change

USHU wholly supports improvements to the working conditions of Local Agents and has been fully engaged in the lengthy dialogue process in order to obtain the most advantageous package for you which culminated in the adoption of the above Decisions after more than two years.

LAs themselves must now review what is on offer.

What are your thoughts on the new LA package ?

Send us your comments to: REP-PERS-OSP-USHU@ec.europa.eu



**EXERCISE YOUR RIGHT TO VOTE IN THE
EEAS STAFF COMMITTEE ELECTIONS 2019 –
ONGOING!**

**VOTE LIKE YOUR RIGHTS DEPEND ON IT – VOTE LIST 4/ U4U
USHU is supporting LIST 4/U4U**

**With your support we are “STRONGER
TOGETHER”**

USHU: ALWAYS WORKING 4 YOU!

**”THERE IS A LIMIT WHAT WE CAN ACHIEVE ALONE BUT THERE ARE NO LIMITS TO WHAT WE
CAN ACCOMPLISH TOGETHER”.**

