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On the SPOT!



Like last year, we celebrated the arrival of summer and the beginning of holidays!  
It was an opportunity to present the prizes to the winners of our "Summer Game" ...

Now, the new year is coming and summer is coming to an end!  
So welcome back to all!



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## EDITORIAL

We are pleased to offer you the 4<sup>th</sup> member info of the year!

The summer period is coming to an end and the autumn is on the horizon, with its lot of information... The summer was marked by high temperatures and the heatwave was difficult for some, whether in offices but also in nurseries & day care. We are following this file closely with concrete proposals to prevent these conditions from happening again.

Then, who says “return”, says “school declaration” for the new school year 2018-2019. As every year, getting there on time avoids undue payments and / or cuts in rights!

To conclude this editorial, we also wished to pay homage to the entrance to the [Panthéon, the last 1<sup>st</sup> July](#), of Mrs. [Simone Veil](#), woman of convictions, survivor of the Shoah and first President of the European Parliament. This act marks the recognition of the French nation for this remarkable woman. Good reading!

The Executive Committee





## NURSERIES & DAYCARES: THE SUMMER WAS HOT! ↑

**SFE** has been contacted recently by several colleagues from certain buildings due to their uncomfortable and unhealthy situation related to the heat wave.

In the premises of the CLOVIS nursery, a LSC delegation intervened excessive and unpleasant temperatures were observed in several rooms following the intervention of a LSC delegation. It can clearly be said that the comfort of the children and staff was not assured.

The staff on site had to "tinker" with amenities to improve the comfort of the youngest.

We salute their dedication and professionalism!

As a result, members of **SFE** associated with members of other trade unions (OSP) and appointed by the LSC to the Committee for Prevention and Protection at Work (CPPT \*) referred the matter to OIB and DG HR.

**SFE** expressly requests the administration to take measures in case of periods of heat wave (or extreme cold). We recommend the implementation of a **heat wave emergency plan** for next summer to ensure the comfort and well-being of children (but also colleagues in offices that would undergo the same conditions).

This plan would have for objectives (**your ideas are welcome!**):

- **Anticipate** the arrival of a heat wave (control of technical installations, insulation ...);
- **Define the actions** to be implemented at local level (by building) to prevent and limit the health effects of the building;
- **Adapt preventive measures** (especially for specific populations such as children / babies);
- In case of temporary closure of a section / building:

- To **relocate** to another suitable space...;  
OR
- Allow by AIPN to provide **circumstantial telework** or **special absence**;
- For all staff, water supply at a fixed price (at present, water is sometimes more expensive than a soda!) and the installation of water fountains on each floor at Clovis nursery;

Moreover, **SFE** insists and considers that budgetary measures of renovation within the nursery Clovis must be taken quickly so that such a situation does not happen again in the future!

**SFE**, which supports the sacrosanct policy of well-being put in place and promoted by the DG HR, considers this situation of discomfort as contradictory and paradoxical!

(\*) [CPPT](#): *Comité paritaire de prévention et de protection au travail – Joint Committee Prevention and Protection at Work*



## GUIDELINES FOR APPLICATION OF ARTICLE 85 OF THE STAFF REGULATIONS

The administrative info [28-2018](#) published last 11/07 defines the guidelines for the application of Article 85 of the Staff Regulations, that is, the recovery of receivables or withholding of sums unduly perceived.

As a union, we are regularly confronted to this type of situation and here are some important elements to know:

Some info:

- The introduction of an **article 90** against the recovery decision **does not suspend this decision!**
- The **deduction from pay** comes from **the second month following the formal notification** of the appointing authority;
- A **staggering plan** is possible:

- By default, the deduction is set a 15% of the basic salary / pension / allowance of the agent / ex agent within the limit of 24 months (the % can be higher to limit the duration of the phasing plan at 24 months);
- Possibility to adapt the plan of discharge to 10% of the salary of base / pension / allowance of the agent / ex-agent (always with the duration limit of 24 months);
- Exceptionally, the duration can be increased to 36 months and the reimbursement less than 10%.
- **If the deduction from pay concerns an agent of the Executive agencies**, the staggering plan shall be no later than the end date of the executive agency's program. Executive agencies are established for a limited period by the European Commission to manage specific tasks related to EU programs. **In case of a new program that would allow the executive agency to continue its tasks, the officer will have to make sure to ask for a review of its staggering.**

Do not hesitate to contact us if you are concerned and / or have any questions!



## BACK TO SCHOOL vs END OF STUDIES?

Following the PMO message sent on August 1st, you are invited to introduce a new school declaration if your child continues his studies.



We can only remind you of the importance of introducing your declaration as soon as possible to avoid any problem in the payment of family allowances (cuts, recovery...).

In the same way, if your child has decided to stop his studies and he has not yet reached the age of 26, you must inform the PMO, so as not to unduly collect family allowances... These sums improperly collected will be subsequently claimed and could represent significant amounts!

[\*\(See our point on the application of Article 85 of the Staff Regulations\)\*](#)

We also draw your attention to administrative information [29-2018](#) regarding the reimbursement of exceptional tuition fees.

*What if your child works while studying?*

This can have an impact on family allowances. Its income must not exceed 40% of the basic salary of an AST 1/1 (is AST 1/1 = 2872.47 → 40% = 1148.98€).  
Note that this does not apply to "student jobs".

Do not hesitate to contact us if you have questions / problems and / or use [the online tutoring](#) on school allowances offered by the PMO.



## ELECTION OF THE BRUSSELS 2018 STAFF REPRESENTATION



### What is the situation?

We informed you in our last info-members (n ° 3), that the elections of local Staff committee 2018 would be postponed to September-October.

According to the information we have, these would take place at the end of October.

**You want to be a candidate on our list? Do not hesitate! Join us, there are still some places!**  
**What does it entail for you to be on our electoral list? To strengthen our action and support us to defend your working conditions.**

**Being Agencies Staff or pensioner (e), you can not be on our list, in spite of everything, your support is also essential.**

**Your ideas are important!**

**SFE is you!**



**SFE CONFERENCE – YOU DECIDE!** 



**SFE** wishes to propose conferences led by one of our lawyers on topics that interest you!  
Several topics will be discussed according to your interest, you just have [to vote via this link](#) (or inform us about your interest by mail).

- ***DIVORCE, child care... What does the Belgian / European legislation say?***

Did you now in Germany, the only possible cause of divorce is the failure of marriage, while in Great Britain, divorce can be requested after one year of marriage and only for misconduct?

- ***LEASE, what does Belgian law say? What about expatriates...***
- ***Real estate...***
- (...)



## EXERCISES PROMOTION / RECLASSIFICATION



Following our leaflets of 18/06 and 25/06, respectively on the exercise of promotion and reclassification (publication of the lists of promotions), we received a large number of reactions asking us for advice and help for the introduction of an appeal against the decision of non-promotion or non-reclassification.

Concretely, for those who would have made an appeal, here is the continuation of the planning:

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**Functionaries**

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<b>3-14 September</b>	Preparatory groups of the joint promotion committees	The AD group and the AST group separately review all eligible staff for promotion, grade by grade, and prepare a draft final list of promotions and decisions for each appeal, taking into account the proposals of the DGs and appeals.
<b>October</b>	Joint Promotion Committees	The joint AD and AST promotion committees meet to consider the recommendations of their preparatory group and make final recommendations to the Appointing Authority
<b>End of October – beginning of  November</b>	Decisions of promotions	The Appointing Authority examines separately all the staff eligible for promotion, grade by grade, and examines the appeals. After a final comparison of merits, the Appointing Authority adopts the list of officials promoted.  Publication of administrative information.

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### **Contractual Agents (3 A / Commission)**

<b>End of September Beginning of October</b>	Meetings of the Joint Reclassification Committee	The Joint Committee for the reclassification of contracts staff 3a examines separately the staff eligible for reclassification, grade by grade. It reviews the appeals and prepares the list of reclassification proposals it recommends to AACC (*).
<b>October/November</b>	Reclassification decisions	The AACC adopts the list of contract agents reclassified to the higher grade.

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*For functionaries and contractual agents, the promotion / reclassification will be visible on the December salary.*

*(\*) AACC: Authority Authorised to Conclude Contracts.*

We are present in the AST and Contract Agent Appeal Committees.  
Do not hesitate to contact us for any questions!



## UNEMPLOYMENT



In the case of dramatic financial damage, **SFE** and our Belgian national partner, ACV / CSC, are following this issue closely!

**SFE** has found a legal vacuum in the payment of European unemployment.

Indeed, several former colleagues found themselves without European unemployment, on the pretext that they worked again. *Logic, will you say?*

Not quite, when we know that these colleagues only worked half-time and therefore, still remained “job seeker” part-time



## RETIREMENT



Following our « news » in the member info 3 on this topic, your reactions will allow us to improve our explanatory document that can / may be useful!

Meanwhile, we found that [the pension calculator on MyIntracomm](#), returned a wrong result in case of career with multiple pension contribution rates under the same statutory link (ex: contract Contractual Agent of several years, contributing for a period to 1.9%, then to 1.8%...).

You will need to specify each period, for example:

- CA b (Commission) 1/05/2008 to 31/08/2016 ;
- CA a (Agency): 1/09/2016 to ... (desired date for departure);

SFE has reported this to the PMO so that a correction can be made to the tool or better information is given to users.



## EPSO COMPETITION PREPARATION



Several offers that we reserve in priority **to our members!**  
These are also available on [our website](#), do not hesitate to consult it regularly!

- **Trainings**

As always, for members, **face-to-face classes are free.**

External people which has worked or not in European institutions can participate to our training.



Next courses: coached by Anne DRAIME about the **Assessment Center**.

DATE	LANGUAGE	Available place ?
<b>27/09/2018</b>	EN	<b>CLOSED</b>
<b>18/10/2018</b>	EN	<b>YES</b>
<b>25/10/2018</b>	FR	<b>YES</b>

**Registration via [our website](#)**

- **Livres**

Nous vous proposons toujours les [livres ORSEU](#) à un prix préférentiel pour nos membres en règle de cotisation. Plus d'informations sur [notre site web](#).

LIVRES	Edition	SFE Prices €
QCM DE RAISONNEMENT NUMERIQUE (FR)	06/2014	30
QCM DE RAISONNEMENT VERBAL (FR)	03/2012	23
QCM DE RAISONNEMENT ABSTRAIT (FR)	06/2017	30
TEST DE JUGEMENT SITUATIONNEL (FR)	11/2013	25
EXACTITUDE ET PRECISION – PRIORITE ET ORGANISATION (FR)	09/2012	30
ETUDE DE CAS (FR)	04/2015	30
BAC A COURRIER (FR)	02/2017	30
 LES BASES DU RAISONNEMENT NUMERIQUE (FR)	2016	27
NUMERICAL REASONING MCQ (EN)	02/2014	30
VERBAL REASONING MCQ (EN)	03/2012	23
ABSTRACT REASONING MCQ (EN) – <b>PROMO!</b>	03/2012	20
ABSTRACT REASONING MCQ (EN)	06/2017	30
SITUATIONAL JUDGEMENT TEST (EN)	11/2013	25
ACCURACY AND PRECISION - PRIORITISING AND ORGANISING (EN)	09/2012	30
CASE STUDY (EN)	04/2015	30
E-TRAY (EN)	02/2017	30
 NUMERICAL REASONING – A TRAINING GUIDE (EN)	2016	27



GDPR: GENERAL DATA PROTECTION REGULATION 



In order to comply with European legislation, and by extension with the Belgian data protection law, we would like to inform you that any personal information we may have about you is freely available to you on our premises (on simple requests by e-mail).

Note that this information only concerns what is on the membership form. These are not passed on to third parties and are strictly confidential. Confidential information (email exchanges ...) are not archived. Soon, our terms of use will be available and visible on our website.

Do not hesitate to contact us for any questions on this subject!

See also :

[Règlement \(UE\) 2016/679 du Parlement européen et du Conseil du 27 avril 2016](#)



## LEGAL CONSULTATION: NEXT DATES + WHAT'S THE POINT?



The next dates for our legal consultation with our lawyer (free for members in order of contribution) will be:

- **18 September**
- **16 October**

If you wish to participate, do not hesitate to contact us quickly. [Click here](#) to see the available appointments

During these consultations, you address issues related to your professional situation (or private with a link to your professional life). It ranges from your working conditions to a problem with your salary or promotion.

Depending on your situation, our lawyer will be able to advise you or propose to make an appeal against the administration (subject to the lawyer agreement and the executive committee of **SFE**)



*Votre équipe SFE / Your SFE team:*  
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*Secrétariat / Secretary: Cyril JOUAN*

You have questions or a request concerning this members info, thank you to contacting us:  
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Members info n. 2018-04*

STAY CONNECTED:

