

A savoir qu'au problème d'espace vient s'ajouter la **mauvaise qualité d'air**.  
Tout cela cumulé à la difficulté d'obtenir du télétravail, mais aussi tous les autres soucis qui en découlent, comme par exemple, le stress au travail ou les absences maladie.  
Afin de réussir les objectifs du *fit@work*, il faut d'abord penser à installer de manière homogène toutes les structures adéquates qui nous aident à garantir le bien-être au travail pour tous!



### Cafétéria MERO: où quand les prix flambent! ↑

De nombreux collègues ont pu constater que la nouvelle cafétéria du **MERO** – qui a ouvert ses portes il y a peu – offrait un nouveau concept de "**cafet**".  
Apparemment, ce nouveau concept s'accompagne de prix peu démocratiques (malgré le fait que le bâtiment soit occupé par **OIB** et **PMO**, à majorité "*contractuelle*").  
**Un exemple:** Comptez 2.5 € pour un plat de pâte avec sauce servi dans une assiette au Charlemagne // comptez 8€ pour un plat de lasagne servi dans une barquette en plastique au MERO !

On pourra également regretter l'utilisation de couverts, gobelets et barquettes jetables... ce qui, avouons-le, n'est pas très compatible avec la politique **EMAS** menée par le Commission.

On espère que des ajustements seront faits dans les prochaines semaines afin de tenir compte de la population occupant le bâtiment et d'être un peu plus "*green*".  
Nos représentants SFE, ne manqueront pas de soulever ce point lors des prochaines réunions du CLP.



### SCHUMAN TROPHY ↑



Comme chaque année, le SFE soutiendra le Schuman Trophy afin de mener des actions caritatives.  
Malgré les tristes événements de l'année passée qui avaient eu pour conséquence l'annulation de la compétition sportive (finale), nous ne souhaitons pas pénaliser l'action de solidarité que mène cette association.  
Nous sommes évidemment convaincus qu'une telle compétition se doit d'être un modèle de fairplay et de bonne entente!

**EN VERSION**

**FR VERSION**

**New Political Secretary & Vice-President | « Young professionals », or how the Commission manages talents ... | JSIS | Social aid at the Commission ?... | Medical Service: when tension rises... | Office space in the COVE building, in particular in the EASME Executive Agency | Cafeteria MERO: or when prices skyrocket! | SCHUMAN TROPHY**



[New Political Secretary & Vice-President](#) ↑



For the past few days, Mr Claudio AQUILINO has been our new **Political Secretary for SFE**.

His role is to guarantee the interests of SFE members with the administration and other trade union organizations.

Elected member of the LSC (Local Staff Committee) and the CSC (Central Staff Committee), he is also a member of the CPPT (joint committee for prevention and protection at work).

Claudio is also the contact point for the SFE.

If you have any question, do not hesitate to contact us via Mailbox Osp-Sfe@ec.europa.eu

We would also like to inform you that Mr **Fabio PADALINA**, currently member of our Executive Committee, has become **Vice-President of the SFE**.

His experience in the commission and especially in the field of logistics will be a valuable asset for all of us!

We wish them all the best in their new mandate!



["Young professionals ", or how the Commission manages talents...](#) ↑

This initiative could lead to **favoritism** and risk demotivating both the newly recruited ADs and ASTs who have worked hard to pass the evaluation tests and the contract agents who reach the end of their six years.

What about the entire CA population of the executive agencies managed by the Commission and who are not allowed to take internal competitions within the Commission while they have been working there for decades?

Has **the Commission** made its staff obsolete now **that it disregards internal talent**, preferring recruiting outside, especially among new trainees?

The lucky ones will be among the **30 or so trainees / AD5 participants of the pilot-group**.

Is this the so-called talent management strategy of the commission?

Our union [evaluates the impact of this decision](#).

Your comments are welcome

!https://myintracomm.ec.europa.eu/sg/senior/Documents/20170214\_minutes\_gdr.pdf



## **JSIS**

Our common health insurance plan **is doing well!**

In its report, the Management Committee for Health Insurance (**CGAM**) shows a considerable operational surplus.

We consider that this surplus should contribute to the improvement of our plan for affiliates and that proposals for the use of this surplus should be made.

*Some examples :*

The revision of certain reimbursement ceilings, supplementary hospitalization insurance, improvement of preventive medicine and screening test, dependency costs .....

We also take this opportunity to remind you of certain rights:

### **Did you know ?**

- **Article 72§3** , special reimbursement, limits the risk of 20% or 15% of non-reimbursement in case of very serious medical care: if, within one year, the total costs not reimbursed by the RCAM exceed Half-pay or basic monthly half-pension, an additional reimbursement can be requested.

These non-refunds do not include exceedances of JSIS ceilings or exclusions, expenses declared excessive. This reimbursement, beyond the half-monthly salary (or half-board), can be 100% but depends on the family situation and the rules of the DGE .

The risk is therefore limited (if this additional refund is granted)=> Check your account sheets (section art.72§3, over a period of one year and if you think you are in this situation, contact PMO!

- **Request for direct billing => via JSIS online** or [https://myintracomm.ec.europa.eu/hr\\_admin/en/sickness\\_insurance/Documents/PC\\_en.pdf](https://myintracomm.ec.europa.eu/hr_admin/en/sickness_insurance/Documents/PC_en.pdf)
  - **Advances** on reimbursement can also be granted under certain conditions to cover significant expenses (fill out the above mentioned form for advance payment and send it back to your settlement office)

### **Reminder :**

- Annual medical check-up at the medical service => **HR BXL RENDEZ-VOUS SERVICE MEDICAL**

(Can also be done by your own doctor) => **HR BXL VISITE ANNUELLE MEDECIN TRAITANT**

- Preventive Medicine (Health Screening programme)=> [https://myintracomm.ec.europa.eu/hr\\_admin/en/sickness\\_insurance/Pages/prevention.aspx](https://myintracomm.ec.europa.eu/hr_admin/en/sickness_insurance/Pages/prevention.aspx)





While it is a legal obligation, the executive agencies do not have such bodies. The administration is currently clearing itself from all responsibility (EASME is an executive agency therefore not the concern of the Commission)

### **But what if such bodies do not exist within the executive agencies?**

Executive agencies are located in buildings managed by the Commission. Is it within the competence of the CPPT of the Commission to deal with this issue or is it within the remit of each executive agency, which has its own legal entity, to set up its own CPPT to do it? The question remains open despite a number of actions by the various local executive agency staff committees.

It seems that the current answer is: "each appointing authority does what it wants". Following this visit to EASME's premises, we will alert the **Commission's CPPT** to ask for improvements of the working conditions of colleagues and also to denounce these **inequalities of treatment** between the Commission staff and the staff of the executive agencies!

Yet this is not the only problem; **poor air quality** adds itself to the space problem! This sorry state of affairs adds to and clearly compounds an already heavy series of internal problems, encompassing for instance difficulty of obtaining telework, and others, sometimes directly resulting from the former, such as stress or absence from work. The fit@work initiative is positive; yet, to achieve the goals of *fit@work*, one ought to put top priority on setting and enabling the very structures and work conditions needed to guarantee well-being at work for everyone!



### **Cafeteria MERO: or when prices skyrocket!** ↑

Many colleagues have seen that the new cafeteria of the **MERO** - which was recently opened - offered a new "**cafet**" concept.

Apparently, this new concept is accompanied by very undemocratic prices (despite the fact that the building is occupied by **OIB** and **PMO**, with a high "contractual" population, meaning low salaries.

**Here is a blatant piece of example:** Charlemagne offers pasta with sauce, served on a plate for 2.50€ // count 8 € for lasagna served in a plastic container at MERO!

We also regret the use of disposable cutlery, cups and trays ... which, let us admit, is not very compatible with the EMAS policy conducted by the Commission.

We hope that adjustments will be made in the coming weeks to take account of the population occupying the building but also to be a little "*greener*". Our SFE representatives will not fail to raise this point at the next meetings of the LPC.



### **SCHUMAN TROPHY** ↑



As every year, the SFE will support the Schuman Trophy in order to carry out charitable activities. Despite the sad events of last year which had resulted in the cancellation of the (final) sport competition, we did not want to penalize the solidarity action that this association is leading.

We are obviously convinced that such a competition must be a model of fairplay and good understanding!