

SOTEU – State of the Union 2020

President Von Der Leyen delivered a State of the Union address to the European Parliament on 16/09. It is a positive and ambitious message!

The speech: https://ec.europa.eu/info/strategy/strategic-planning/state-union-addresses/state-union-2020_en

Now, all European citizens are invited to participate in the debates:

<https://www.europarl.europa.eu/soteu/en/>

Next Generation EU recovery plan:

https://ec.europa.eu/commission/presscorner/detail/en/ip_20_940

Covid-19: Returning from vacation vs. returning to the office ...

A few days or so, it will be 6 months since our working conditions were upset.

We can only thank all the colleagues who during these difficult months made it possible that these working conditions did not become impossible.

During these last months, your union continued its mission (a little differently it is true). Meetings with the administration were able to take place, contacts with colleagues as well, and we were even able to participate in several selection panels, all remotely!

And of course, we have a special thought for the nursing staff of all the countries who have done an incredible job, as well as all the professions which will have allowed this to continue to "work".

SFE, from the start of the crisis, made a donation of € 2,000 to St Pierre hospital in Brussels to allow the purchase of emergency medical equipment (we hope that this meager contribution will have helped patients and their families).

Action plan for a return to the office:

At the time of writing, the Commission and its staff are still in phase 1, that is to say that teleworking remains the norm (presence at the office on a voluntary basis with a maximum of 10 to 20% of workforce).

Given the context of recent days, a transition to phase 2 could be considered in October. A meeting with DG HR and the Staff Committee is scheduled for Monday 21/09.

What would phase 2 involve?

Teleworking remains the norm for certain categories of staff (people with health problems, living with a vulnerable person, children whose school is not yet fully open, staff in quarantine);

It is still possible to telecommute 100% with the agreement of your supervisor and a system of team rotation for office presence will be put in place.

And what about the open space staff?

It is clear that it will be essential to take into account the staff in the open space!
Even if the administration has been "selling" this concept for years, as a concept of collaborative and modern work, it is clear that it has its limits in the context of a pandemic ...
We ask administration and managers to be flexible and understanding!
It is important that a return to the office is done in good conditions for the staff!

Action plan on MyIntracomm:

<https://myintracomm.ec.europa.eu/coronavirus/Pages/summary-action-plan.aspx>

Temperature measurement in buildings with high traffic:

The Berlaymont, Charlemagne and Borschette buildings are concerned.

This temperature measurement will be done on all people who enter these buildings and anonymously.

While the effort and the strong measure put in place can be commended, we can only hope that more such measures will be taken when a return to the office is effective.

A return to school unlike any other

Like every year, September is the starting point of a new school year!

After several months of confinement and uncertainty, it is "almost" normal that the start of the school year has taken place in most Belgian and European schools (for primary and secondary). Institutions have taken action as directed by the host country.

We hope that this rather special return to school will have been positive for you and your children.

If your child attends OIB daycare, we would like to draw your attention to the increased cleaning measures (positive element!) Which involve changes in the hours:

Every day, OIB nurseries open until 6.15 p.m. except on Fridays when it will be 5.45 p.m.

And if for some it was back to school, for other children it is already graduation time!

In either case, do not forget to enter your school declaration in SYSPER so that your rights are updated (the end of studies implying a cut in rights).

Sums unduly received could be claimed from you and could represent significant amounts! (See our point on the application of article 85 of the Statute)

What if your child works while studying?

This can have an impact on family allowances. His income must not exceed 40% of the basic salary of an AST 1/1 (i.e. $AST\ 1/1 = \text{€ } 2979.73 / 40\% = \text{€ } 1191.89$). Note that this does not concern "student jobs".

Member News 2018-04

APPLICATION OF ARTICLE 85 of the STATUTE

Administrative Info 28-2018 defines the guidelines for the application of Article 85 of the Staff Regulations, that is to say the "recovery of debts" or "withholding from wages of sums unduly received".

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

Some information :

- The introduction of an article 90 against the recovery decision does not suspend it!
- The salary deduction takes place from the 2nd month following the formal notification of the appointing authority;
- A phasing plan is possible:
 - By default, the deduction is set at 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 staggering plan to 24 months);
 - Possibility of adapting the clearance plan to 10% of the basic salary / pension / allowance of the agent / ex-agent (always with the duration limit of 24 months);
 - Exceptionally, the duration may be extended to 36 months and the reimbursement less than 10%;
- **If the salary deduction concerns an agent of the executive agencies, the phasing-out plan is spread out, at the latest, on the date of the end of the executive agency's framework program. Indeed, executive agencies are established for a limited period by the European Commission, in order to manage specific tasks linked to EU programs. In the event of a new program which would allow the executive agency to continue its tasks, the agent will have to make sure to request a review of his phasing.**

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

Family allowances & anti-accumulation rules!

There are statutory provisions providing for anti-cumulation rules for any family allowance received elsewhere (Article 67 § 2 and Article 68 paragraph 2 of the Staff Regulations).

This may concern allowances (National, or paid by international organizations, NGOs, etc.), such as household allowance, dependent child allowance, school allowance.

Failure to declare them may expose you to recoveries (the amounts of which can be very large) or even to disciplinary sanctions (IDOC) if the administration is able to prove that you have not knowingly declared these allowances.

Promotion / reclassification 2020

The list of colleagues proposed for promotion was published on June 18th. There followed the appeal phase where colleagues who had not been proposed, were able to enter their appeal in SYSPER.

The joint promotion committee met in early September and examined the proposals of each DG and all the calls. As every year, the quotas allocated in appeal are low and many colleagues will obviously be disappointed.

The final list will be published and available in late October / early November.

For contract agents, the joint reclassification committee met last week for preparatory work. Discussions with DG HR will take place at the end of September (from 29/09 to 2/10).

New HR Strategy

More info on MyIntracomm : <https://myintracomm.ec.europa.eu/Pages/new-hr-strategy.aspx>

For several weeks now, DG HR has launched a consultation in order to improve and modernize human resources within our institution. To do this, the administration launched consultations on the "Connected" platform on various subjects (6 major themes: Talent, diversity, Leadership, workplace and well-being, Technology and organization).

If the concept and the mode of communication are laudable, we can only hope that this is not yet another communication "strategy" which, in the end, will not take sufficient account of the needs of colleagues for improvement. of their working conditions.

Still, it's important to make your voice heard and speak out.

We can only encourage you to participate!

Sensitized by your calls, our SFE representatives remain active so that your concerns are expressed during these meetings but also on social networks (Myintracom, Connected, ..) ..

Direct links to Connected: <https://webgate.ec.europa.eu/connected/groups/new-hr-strategy-for-the-commission>

Law consultation

While our legal consultations cannot for the moment be held in our premises as before, we will be offering a remote consultation option with our lawyer within a few days (as always free for our members).

As always, you can contact us if you have a question, which we will try to answer.

Executive agencies: improvements in employment conditions?

As part of the Memorandum of Understanding signed in June 2020 between executive agencies, unions and staff associations, working groups will meet this month to discuss the working conditions of staff in executive agencies.

These working groups, represented by the human resources of the executive agencies, the staff committees of the executive agencies and the trade unions of the Commission, are split into 3 groups. These will focus on internal mobility, on strengthening career prospects but also on the sharing and alignment of best practices in all executive agencies.

Following these discussions, joint proposals will be presented to the directors of the executive agencies and then to DG HR.

Always listening to your concerns, our SFE representatives remain active so that your voices are heard during these negotiations.

TRAINING EPSO – planning / books

Due to the current context and a decision by our trainer, face-to-face classes are currently suspended.

In the near future, online courses to prepare for the CBT (verbal, digital and abstract) tests will be offered. Don't hesitate to check our website regularly for the latest news!