



EEAS Union Syndicale

Colleagues Recruited After 2004

Brussels, 24 November 2011

Union Syndicale is acutely aware of the situation of those of you recruited after 2004: recruited at the lowest possible starting grades, you face diminished career prospects.

Union Syndicale has set out a clear position.

We propose two measures to improve your situation:

- regularly organized internal competitions, so that you can advance two or more grades at a time;
- recruitment at a higher grade, such as AD 7 or AST 3 level, using your work experience.

Union Syndicale Fédérale, of which we are the biggest member, recently adopted a resolution proposing specific measures for post-2004 colleagues, such as:

- internal competitions,
- a better calculation of pension rights transferred by colleagues from the new Member States; and
- if the special levy is increased, exoneration for grades up to AD8 and AST8 (instead of the current grades 4 and 5).

We put forward these proposals in the current negotiations on the Staff Regulations. Unfortunately, the other unions refused to support the second and third points, although together we won Vice-president Sefcovic's agreement to the first. He also accepted allowing AD8s with 3 years seniority to apply for Head of Unit posts, with promotion to AD9 if appointed.

Union Syndicale's principle goal is making the EEAS as attractive a place to work for all staff as possible.

For colleagues recruited after 2004 in particular, our goal is make possible fast careers and attractive posts through internal competitions.

In this important election for the EEAS, your vote counts

To vote, just click here: <https://webgate.ec.testa.eu/2/evote/clp/>

Vote effectively: vote Union Syndicale, list 3

Your Union Syndicale EEAS team:

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