

# Corrective Coefficient:

The future is being  
decided now ...



## PRACTICAL GUIDE USL PROGRAMME 2019-2022

Vote for « **U** » - Vote for « **S** »taff – Vote for « **L** »uxembourg  
Vote for **USL**



# Contents

03

Introduction



04

Review 2016-2019



05

Priorities 2019-2022



06

Corrective  
Coefficient  
Luxembourg



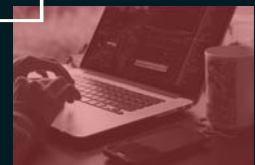
07

Careers,  
Promotions



08

Contract Staff



09

Childcare  
Centres



10

Pensions



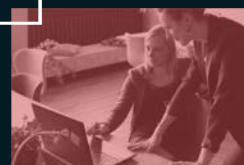
11

Social  
policy



12

Equal treatment/  
Non-  
discrimination



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Vote for **USL**

# Introduction

USL is fighting against all these unjustified inequalities of treatment.

Find out how and what our objectives are for the next 3 years.

Luxembourg, as the 2nd seat of the EU institutions (over 11,000 staff work there) suffers from significant distortions compared with Belgium, particularly in terms of:

## **Purchasing power**



A disparity in purchasing power that has been worsening ever since 2006;

## **Working conditions of contract staff**



Working conditions of contract staff are often worse than the minimum conditions applicable at national level: social dumping!!!

## **Social inequalities in childcare centres**



Blatant social inequalities within the childcare sector which are, moreover, a breach of the SAS Collective Agreement which is actually binding;

## **Medical overcharging**



Overcharging for medical fees compared with the official rates of the CNS, which has been ruled illegal by the Court and the European Union Tribunal.

# Review 2016-2019

The Luxembourg Staff Committee under USL leadership recorded major successes:



## Abolition of medical overcharging

Abolition of medical overcharging in Luxembourg



## Corrective coefficient

Significant progress on the issue of the Corrective Coefficient, having convinced the national authorities of the need to correct the purchasing power disparity compared with Belgium.



## Contract Staff

Improvement in the situation of Contract Staff via regrading and changing from one function group to another. There is more work to be done.



## Local structure of the Staff Committee

Defence of the local structure of the Staff Committee, which some people would like to be controlled by Brussels.



## More proactive social policy

More proactive social policy structured at inter-institutional level (Christmas party for the children) and involving the staff.



## Arduous work by nuclear inspectors resolved

The issue of arduous work by nuclear inspectors has been resolved.

These actions need to be continued.

# PRIORITIES 2019-2022

The absolute top priority is the urgent introduction of a Correction Coefficient. In addition, USL will keep fighting to:

## IMPROVE

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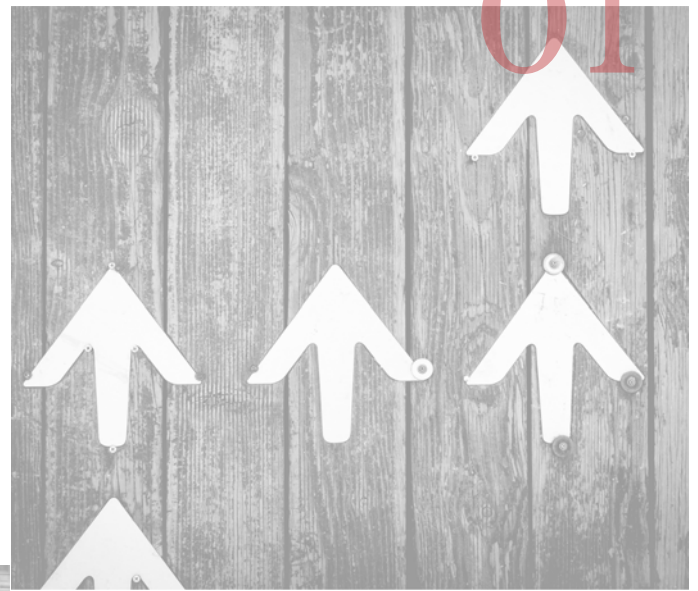
- Our careers and promotions system
- The working conditions of contract staff and access to the status of official
- The situation of educators in childcare centres
- Social policy



## ABOLISH

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Abolish the many discriminations suffered by EU staff working in Luxembourg and guarantee them equal treatment.



## DEFEND

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- Our pensions system
- The pay review method
- The continuation of the Luxembourg Staff Committee



03



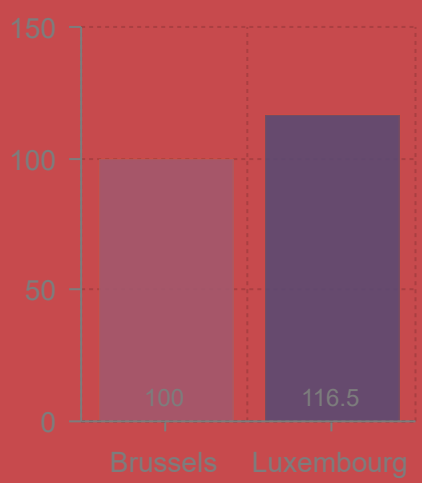
# CORRECTION COEFFICIENT

[CC]



A specific CC for Luxembourg is required as a matter of urgency and USL supports this mechanism designed by the European legislator precisely for this type of problem.

Cost of Living



116.5%

Cost of living in Luxembourg according to ESTAT

A CC solution specific to Luxembourg is required as a matter of urgency:

1. The Staff Regulations of the European Civil Service (ECS) provide for a Correction Coefficient as soon as a purchasing power disparity reaches or exceeds 5%
2. Actual situation: Luxembourg  $\neq$  Belgium



Cost of living in Belgium = 100

Cost of living in Luxembourg = 116.5% according to ESTAT, 110.5 according to DG HR



3. The principle of equal treatment in terms of purchasing power wherever a staff member works takes precedence in law
4. Moreover, the purchasing power disparity in Luxembourg compared to Belgium is at least double the threshold level required to trigger a Correction Coefficient.
5. The absence of a Correction Coefficient is making working in the European Civil Service in Luxembourg less attractive, leading to difficulties in recruiting and retaining staff, and is undermining the EU institutions located there.<sup>06</sup>



# CAREERS – PROMOTIONS

An open career based on merit, equality and ability

## Merit, equality and ability

Fair, transparent access to  
management posts



AC-AT-AST/SC-AST and AD

**Multi-annual  
programme of  
internal competitions**

## What is USL fighting for?

- ∇ An open career based on merit, equality and ability
- ∇ Fair, transparent access to management posts
- ∇ A multi-annual programme of internal competitions for all: AC-AT-AST/SC-AST and AD
- ∇ An effective promotions system which motivates all staff and generations
- ∇ An upgrade of the Promotion Committees within the institution
- ∇ A new recruitment policy focused on prediction of the needs at inter-institutional level (towards an annual public offer of employment)
- ∇ A new lease of life for certification aXASTs  
A convergence of career paths for those in post before and after 2004, with rebalancing measures

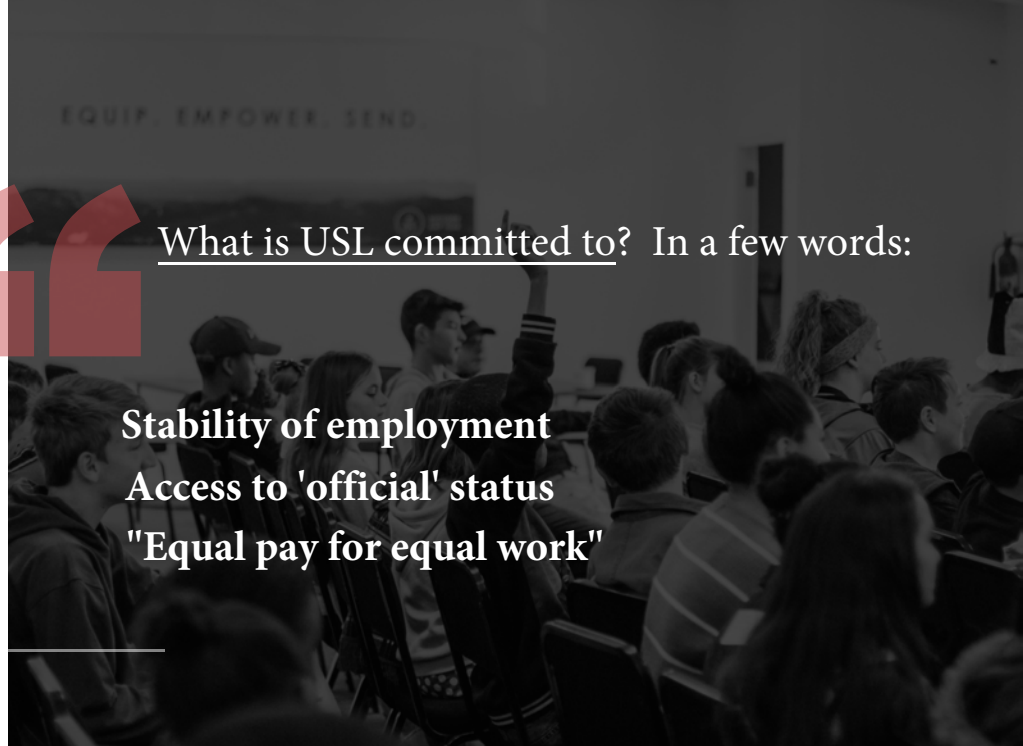
# CONTRACT STAFF

[AC]



What is USL committed to? In a few words:

Stability of employment  
Access to 'official' status  
"Equal pay for equal work"



## Standard actions

- Access to open-ended contracts and retention of these contracts in case of change from one FG to another
- Multi-annual competitions for appointment (based on qualifications and tests)
- Launch of transitions from one Function Group to another . Publication of selection notices for temporary officials (AT) open to contract staff AC 3 bis and 3 ter
- Respect of vested rights in terms of open-ended contracts and other social parameters in case of career advancement
- Regrading to be harmonised with the promotion rates of officials
- Introduction of 'minimum employment standards' within the EU institutions

Regrading to be harmonised with the promotion rates of officials

"Equal pay for equal work"





# CHILDCARE CENTRES

USL is highly critical of the 'social jungle' that prevails in this sector which is overseen by OIL and which concerns 400 staff and thousands of children of officials.

<https://www.uslux.eu>



For the career of educator and other related roles, there are SDL posts (covered by the SAS Collective Agreement), other SDL posts (not covered by it), Contract Staff (AC, classified as FG III at the European Parliament but only FG II at the Commission), long-term agency staff (several years), external service providers and even self-employed contractors.

Around one hundred staff, weary of this discrimination that has gone on for more than 10 years, despite a 3-day strike at the end of 2014, gave USL a mandate to submit a petition to the European Parliament: see 'Petition No. 0419/2018 submitted by Miguel Vicente Núñez'



This petition aims to:

1. Obtain equal treatment
2. Guarantee at least full compliance with Luxembourg's national legislation and the SAS Collective Agreement
3. Abolish all 'social dumping'.
4. Implement the principle of "equal pay for equal work".
5. Observe national health and safety at work regulations

NB: An initial positive opinion has already been issued by the European Parliament's EMPL committee. The JURI and PETI committees should issue theirs shortly.

# PENSIONS

[P]

Our pensions scheme is in a sound position from the financial and budget viewpoint. The annual thermometer measuring its actuarial balance and adequacy of contributions is working well.

“Retire from work, but not from life.”

M.K.  
Sori



1. The existing structure and parameters for calculating pensions.

2. Payment of fair contributions



3. Maintenance of the guarantee of solidarity for payment of benefits by the Member States



4. Establishment of a high-level inter-institutional joint body to monitor the system



5. The neutrality of the effects of Brexit on the pension rights of ALL staff of the EU, including our colleagues from the United Kingdom.



6. If necessary, reconstitution of the assets of the notional pension fund, estimated at 80 billion euro, for which the Member States would have sole responsibility from the legal and budgetary viewpoint.

# SOCIAL POLICY

Luxembourg has to confront a number of specific problems, including:

- The scattering of the Commission buildings
- The boom in public works
- Cross-border commuting
- Over 1/3 of staff working in Luxembourg live abroad
- The ensuing traffic problems ...

<https://www.uslux.eu/>



## Increased efforts for onboarding new staff

### Specific problems ...

**The scattering of the  
Commission buildings**

**Cross-border commuting**

## USL is defending:

1. Implementation of the social aspect enshrined in the Staff Regulations of the European Civil Service as positive measures
2. Constant updating of the actions to achieve work/life balance.
3. Increased efforts for onboarding of new staff.
4. Competitive, modern childcare centres
5. Support for victims of workplace accidents and occupational illnesses
6. OIL needs to be participatory and listen to staff
7. An exemplary well-being and health and safety policy
8. Support for efficient local travel
9. Consideration of the needs for access to the European Schools
10. A high-quality, competitive restaurant and cafeteria service.

Taking advantage of the inter-institutional dimension of Luxembourg and making the most of the *Foyer européen* in the host country.

# EQUAL TREATMENT

EU staff working in Luxembourg suffer many disadvantages compared with their counterparts in other locations.



To fight against this discrimination and eliminate it as soon as possible, the autonomous governance of the Luxembourg Local Staff Committee must be maintained, in spite of any external pressure from Brussels, the Administration and/or other antagonists.

**The election of the Luxembourg LSC for the period 2019/2022 can either:**

- **Enable consolidation of the progress brought about by the action of USL, particularly the creation of a Correction Coefficient for Luxembourg, or**
- **Maintain the anachronism of the discrimination mentioned above by certain somewhat 'surprising' groupings of candidates in the LSC elections**

It's up to the staff ..... USL invites you to find out about the real issues !!!



The main issues are:

1. The disparity in purchasing power: -16.5% estimated by ESTAT compared to Brussels (-10.5% according to other sources, but including the Greater Region)
2. Non-compliance with the national minimum wage for skilled workers for contract staff (AC), which is social dumping
3. The 'social jungle' imposed in the childcare sector (7 different sets of employment conditions for identical jobs)
4. Medical overcharging (now on its way out, particularly due to action by USL)
5. Slower careers and promotions than in Brussels