



"Since 2008 Unity & Solidarity Outside the Union/Unité & Solidarité Hors Union (USHU) has successfully defended interests of the personnel of the European Commission/European External Action Service"

Due to your support and our joint efforts USHU has been successful in several elections to the Central Staff Committees and successfully defended individual staff members as well as the general staff body of all staff categories. More recently, USHU worked tirelessly to ensure staff accessed the best possible outcomes under the Work Load Assessment, Zero-Based Review and Annex X staff reforms.

"Make your vote go much further. Help us to strengthen our negotiating power to do even more for you by voting USHU."

**VOTING STARTS
MONDAY 26/10/2015**

**Vote LIST 3 / USHU
ALL 14 couples**

CONTRACT AGENTS

LIST N. 3 - USHU

<http://www.us-hu.eu/electHU15/USHUcampaignNEW.html>

- **USHU WAS THE CHIEF NEGOTIATOR FOR CA Mobility Decision 2014**
- **USHU IS KEY IN ENSURING POSITIVE REFORMS TO THE CA GIPS 2016**
- **USHU HAS REQUESTED AND MET SEVERAL TIMES WITH THE COMM VICE PRESIDENT GEORGIEVA TO RAISE CA ISSUES IN PERSON**

Contract Agent MOBILITY!

1. USHU will demand a REVIEW of the COMM Decision (2014) on Mobility of Contract Agents and negotiate better conditions for Contract Agents under this OBLIGATORY mobility scheme
2. USHU will demand that 30% LCA countries have the standard posting reduced to 4 years (currently 5)
3. USHU will demand that more posts are made available in BRUSSELS under the CA ROTATION
4. USHU will underline the need for even greater transparency & accountancy to Staff Representatives
5. USHU will insist that NO CONTRACT AGENT be dismissed as a result of a failed mobility

CA General Implementing Provisions (DRAFT PROPOSAL)

1. USHU will put top PRIORITY on a true CAREER PATH for all CONTRACT AGENTS
2. USHU will demand reclassification from one FUNCTION GROUP to a higher one (FG I/II/III/IV)
3. USHU will demand a harmonised approach to CA human resources policy (selection, recruitment, reclassification)
4. USHU will demand inter-institutional mobility for Contract Agents
5. USHU will demand an end to the innumerable legal obstacles which are an impediment to both CA3a and CA3b both in terms of career and mobility

INTERNAL COMPETITIONS

1. USHU in the only TRADE UNION that consistently fought long & hard to ensure Art 82 of the CEOs for CA access
2. USHU already has a commitment from DG HR that the Competition will be launched before the end of 2015 !

MEET & CONTACT OUR CA CANDIDATES ON:

<http://www.us-hu.eu/electHU15/USHUcampaignNEW.html>