



*"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**

# LOCAL AGENTS

## LIST N. 3 - USHU

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

*"No-one denies that LOCAL AGENTS are the most vulnerable staff category staff in Delegations. Their rights are regulated by Framework Rules (FR) and Specific Conditions of Employment (SCE), but also local legislation which in many countries is quite vague. LOCAL AGENTS demand better social protection after years of loyal & fruitful service to the EUROPEAN COMMISSION in Delegations!"*

- **USHU** – the ONLY TRADE UNION WHO IN JULY 2015 HANDED IN PERSON AN OPEN LETTER TO THE VP GEORGIEVA DEMANDING IMPROVEMENTS FOR LAs (*in annex!*)
- **USHU** LEAD OSP TALKS 2014 ON THE **NEW LA SALARY METHOD** ENSURING THE **WORLD BANK** AS COMPARATOR
- **USHU MEMBERS** ARE ACTIVE PARTICIPANTS ON **ALL LA CTEES**
  - > **SICKNESS INSURANCE**
  - > **18.6 – SPECIAL MEASURES FOR CONTRACT TERMINATION**
  - > **LOCAL AGENT PROMOTION COMMITTEE**

### **DEVCO OPTIMUS/EEAS DIVISION OF LABOUR ADMIN TASKS**

1. With the threat of even more LA dismissals (up to 280 LA posts potentially affected) **USHU** will fight to save posts

### **LA SALARY METHOD**

2. **USHU** fought for and won the inclusion of the World Bank - **USHU** monitors application of the NEW Method for salary and provides assistance and technical advice to LAs in Delegation

### **CSISLA**

3. **USHU** insists that the medical insurance scheme (CSISLA) is extended by adding new services that will be reimbursable
4. **USHU** insists on medical insurance ON RETIREMENT

### **PROVIDENT FUND**

5. **USHU** demands it be broadened to become a proper Pension Fund with the possibility for colleagues to opt for either a lump sum or regular monthly payments on leaving active service

### **FRAMEWORK RULES**

6. **USHU** will aim to defend and strengthen existing FWC for LAs

### **HR POLICIES APPLIED TO LOCAL AGENTS IN DELEGATION**

7. **USHU** demands that all HR Policies be applied equally to LAs including flexitime, teleworking, part-time....

### **JOB SECURITY & PROMOTION**

8. **USHU** successfully avoided the termination of many LA contracts in 2014/2015 – providing timely advice to individuals
9. **USHU** is wholly against the limited promotion of LAs currently capped at 4 times in a career!

**MEET & CONTACT OUR LOCAL AGENT CANDIDATES ON:**

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