



"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**

OFFICIALS

LIST N. 3 - USHU

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

- **USHU/RS IS PRESENT ON THE AD & AST PROMOTION CTEES**
- **USHU WAS THE CHIEF NEGOTIATOR FOR ANNEX X GIPS for HOUSING, LIVING CONDITIONS ALLOWANCE, REST LEAVE, EDUCATION ALLOWANCE**
- **USHU IS KEY IN ENSURING ADAPTATIONS TO COMM HR POLICIES FOR DELEGATIONS (WORKING TIME, PART-TIME, TELEWORKING)**
- **USHU CONTINUES TO PUSH FOR THE CORRECT AND PROPER APPLICATION OF FLEXTIME AND OTHER KEY HR POLICIES IN DELEGATIONS**

PROMOTION!

1. **USHU** had raised strong concerns with ADMIN over the slow pace of careers (AD & AST)
2. **USHU** advocates for better recognition of officials who serve in Delegations during their career

ROTATION

3. **USHU** will continue to advocate for greater transparency
4. **USHU** demands that all candidates be treated equally in terms of interviews & feedback to candidates - **USHU** has commitment from ADMIN to improve this!!

HOUSING

1. **USHU** has raised awareness in relation to colleagues' complaints on issues such as deposits, housing norms (regular revision of ceilings)
2. **USHU** is providing follow-up to individual staff members in Delegation for problems stemming from removals

EDUCATION ALLOWANCE

1. **USHU** is discussing with the EEAS/COMM ways of providing greater predictability to staff, particularly in relation to the **"top-up"** (amount in excess of the standard Annex X provision)
2. **USHU** is requesting that greater data be made available to expats before posting on types and costs of schools in 3rd countries

MEET & CONTACT OUR CA CANDIDATES ON:

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