



COMPETENT * COMMITTED * AVAILABLE



AT YOUR SERVICE



Dear Colleague,

As you know the election for the CLPHU of the CCP (the Local Committee for staff posted Outside the EU of the Central Staff Committee of the Commission) is ongoing.

Please vote; it takes two minutes. This is about your personal and professional life. Click the link <https://webgate.ec.testa.eu/1/evote/clp/index.cfm>, authenticate with EC ECAS and make your choice for up to 14 candidates amongst the 4 lists.

If you do not know who to vote we wish to help you in your voting decision by introducing ourselves:

USHU NEW TEAM has an impressive 53 % female ratio, 32 % experienced (CLP HU member) covering all continents, all regions, and all categories: 15 LA, 11CA, 1 AD, 1AST

Arja KILPELAINEN-HAMMOUCHE



EUD EGYPT
Candidate NO 4

Sakura MORETTO



EUD China
Candidate No 4

Why vote for USHU?

- USHU is independent and specialised on all issues affecting your daily life in delegations
- Since 2008 USHU has built a solid reputation of being strong defender of Delegations' interests in Brussels

Why vote for me / our couple?

- Arja has worked as local staff representative 8 years in Indonesia and India, 3 years in Vienna and 25 years in Delegations!
- Sakura works in Delegations for 15 years, Indonesia Libya, China, as ALAT and then Contract Agent.
- Our couple represents solid delegation experience!
- Our couple brings new, fresh ideas to solve the issues
- Our couple is dynamic, committed and resourceful
- Our primary concern is staff welfare!

The austerity measures introduced excessively punitive measures on a limited number of staff serving in Delegations. Staff organisations and the Unions have to take action to prevent arbitrary changes to the application of the Staff Regulations and to ensure the required consultation procedure is followed and equitable solutions found!

What we do if elected?

- Continue our efforts to get back 100 % coverage for education allowance expenses and 100% for housing costs.
- Request clear professional career paths for AST staff ending at AD grade, via certification, or upgrading to "senior assistant" posts.
- Aim to increase the number of "senior assistant" posts up to the 8% limit imposed by the Staff Regulations.
- Address the excessively punitive measures affecting all categories of staff in Delegations are affected (Officials, Temporary agents, Contract Agents, Local Staff), and the disproportionate effects on staff serving in Delegations where high costs of school fees and medical costs are being borne by staff out of pocket! We focus on:

- the education allowance (both A and B);
- healthcare ceilings which do not cover the actual costs;
- and other aspects of daily life in Delegations (travel class, travel allowance, working hours, etc).

		<ul style="list-style-type: none"> - Seek a longer CCP for Contractual Agents, a minimum of 3 years. - Continue to fight for a much longer medical coverage post-retirement for LA staff. The current proposal of one month coverage for each number of years worked is completely a non-acceptable one. - Assure more prominent role for LA staff in proper management of CSISLA and PFLA systems.
		<p><u>- To promote Teleworking to be applied in all Delegations</u> In Europe the European Commission has set priorities for issues related to telework under the slogan eEurope. <u>In Europe, the number of people willing to telework is 70 percent of the active working population according to the European Commission! Why to telework?</u> According to experiences of the people teleworking it gives additional flexibility in organising work and personal life. Teleworking has proved to heighten the production capacity due to less interruptions and a less stressful work environment. Telework means potential work opportunities for the handicapped! <u>We need to be vigilant that, when the pilot ongoing in the EU Delegations ends in December 2018, the results will be translated to the Commission wide, homogenous practise and applied to all staff categories. The management 'style' has to be adapted to teleworking and the teleworking 'environment'!</u></p> <p><u>- To take concrete measures to support gender equality in the workplace,</u> enabling men and women to <u>equally access work opportunities also in Delegations!</u> This means enabling, also for staff posted outside of the Union, <u>access to affordable early childhood education</u> for their <u>pre-school children</u> in line with the policy of the European Commission to modernise education in the EU <u>with the goal of ensuring that at least 95% of pre-school children of 4 years or older participate in early childhood education by 2020, and with the Sustainable Development Goals, Goal 4, which targets by 2030 to ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education.</u></p>



The electoral campaign is on and you receive even too much information, at times irresponsible, misleading and false. I don't want to contribute to this chicanery, but if you want honest, committed and knowledgeable representatives to truly defend ALL STAFF in Delegations, then **vote for the whole LIST 4 USHU** ***THERE IS A LIMIT TO WHAT WE CAN ACHIEVE ALONE BUT THERE ARE NO LIMITS TO WHAT WE CAN ACCOMPLISH TOGETHER!***

Remember and do not let yourself to be fooled: **USHU is THE ONLY UNION** entirely and **exclusively dedicated to Delegations**. Our team is independent from Brussels' interests, not linked to any personal gain, specialised on all issues affecting our life in Delegations and, throughout the years, we have built a solid reputation of reliable partners helping individual colleagues before the Administration and defending Delegations' interests in Brussels' corridors of power.

Give us your trust and vote LIST 4 USHU! Vote for Couple - 4 in LIST- 04 but we kindly request you to VOTE for ALL 14 couple from the USHU list – as USHU is THE ONLY UNION exclusively representing ALL Delegation staff.

If you wish to learn more about USHU, our goal & mission as well as the other USHU candidates please follow the below link: <http://www.us-hu.eu/HU18.htm>

USHU presents its strong and balanced list in the 2018 CLP HU Elections



USHU commits itself to aiming for:

- GENDER PARITY
- WIDE GEO-coverage
- ALL staff categories
- Experienced staff & highly motivated newcomers



VOTE for RESULT - VOTE for USHU,

With your support we are "STRONGER TOGETHER"

Watch our videos about USHU: www.youtube.com/watch?v=wOIQ6PFFtO4

Join us: "USHU NEW BEGINNING" & "NEW PARTNERSHIP" FORM 2018

(copy link to Google Chrome or Firefox)

Join our FB page : www.facebook.com/groups/USHU.EUDelegations
