

List #

10

# PROGRAMME

Elections to the Staff Committee for the 2026–2029 term



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# UNITY IS STRENGTH

### R&D represents today:

- The **top trade union** at the inter-institutional level representing staff.
- The defence of the **common interest of all categories of staff** and of the principles underpinning European Public Service.
- A firm commitment to achieve an Administration that **truly listens to its staff**.
- The **defence of the most precarious staff** (Contractual Agents and Temporary Agents).

### R&D is constantly working to improve our employment and working conditions:

- We promote a **better balance between professional and private life**.
- We want new technology to serve the **most flexible ways of working**.
- We want that the rules concerning **teleworking** be correctly applied.
- We fight for increasing **special leave days for the birth of a child or adoption for fathers as well**, not only for mothers.
- We promote the request to **grant an additional day of teleworking for colleagues aged 60** and above.
- We fight against policies that call into question **achievements which truly make our daily work easier**, in order to erode the budget allocated to the area of "staff/administration".
- We combat the systematic undermining of our **working conditions**.
- We promote the **values of equality and non-discrimination**.

### R&D opposes the deterioration of our working conditions:

- We want to **denounce any kind of harassment** and fight against it fiercely. The **support of the victim/s is a major priority** for us.
- We want to **strengthen the Committees that are responsible for the defence and protection of staff**.
- We want to **avoid the setting up of a "low cost" Administration** that disadvantages and discourages staff.
- We want to **denounce the failings of a management** when it is not fulfilling its promises.

### R&D calls for a fair and transparent career development:

- We want to promote a true staff policy based on the **objective recognition of talent, the valorisation of expertise, and clear career planning**.
- We want to **reintroduce a system of vacancies that are not already filled when published**, thus putting an end to solely formal procedures deprived of any substance which we witness too often.
- We want to **combat the absence of any perspective of career improvement** within our Institution, **for the AST-SC, the AST 9 and the AD 12**.
- We want to **put an end to the non-recognition of work** that has been carried out.

### R&D defends the most precarious staff:

- We fight for the organisation of a cycle of **internal competitions open also to the Contract Agents**, as provided for by the Staff Regulations.
- We advocate **extending staff evaluation reports to contract agents**, as they are even more essential for them when seeking permanent positions.
- We want to establish an effective **Mobility Plan between EU Institutions, Offices and Agencies for Contract Agents**.
- We want to **upgrade posts based on work experience and level of responsibility**.
- We want **targeted social measures** approved for the most precarious staff (i.e. the **extension of the allowance for high housing costs**, according to the current Article 1(e) of the Staff Regulation).
- We want to create a **permanent Working Group** within the future Staff Committee **to study and promote** any new **specific legislative and regulatory provisions for the protection of Contract Agents**.
- We want to develop **real promotion opportunities for Contract Agents – Function Group I**.
- We fight for a **fair policy in favour of AST – SC colleagues**, including:
  - a. rebalancing of the **points grid for the promotion of AST-SC** colleagues (harmonisation with other categories of staff).
  - b. widening as much as possible the **possibilities of applying for other positions by modifying certain job descriptions** (exploit flexibility as much as possible without modifying the Staff Regulations).
  - c. **internal competitions** with a sufficient number of laureates and at the appropriate AST level in order **to create real career opportunities for AST-SC colleagues**.



For an independent, permanent and highly qualified European public service.

# VOTE LIST # 10



Patrick  
CHIANESE



Lilla  
PINTER



Donatos  
BOTOS



Irene  
SANCHEZ PRIETO



Eugen  
SANDU



Ginka  
DIMOVA-RICHETTA



Irit  
AZOULAY



Boucif  
BENYACOUB



Antonia  
LOPEZ SERRANO



Rocco  
PASSIFLORA



Jesus  
MARINO-PINTOS



Cornelia  
GHEORGHIU



Massimo  
PALUMBO



Clara  
DE MELO PONCE



Giorgio  
MUSSA



Martina  
SCHONARD



Christian  
SORCE



Ewelina  
BLASZCZYK-ADAMOWICZ



Anna-Bisgaard  
OKONIEWSKI



Alberto  
TOSO



Florentina  
DOBRE



Berkan  
KAYA



Stéphanie  
ANTOINE-JACQUEMARD



Christian  
SENTINELLI



Sasa  
BUTORAC



Pietro  
ALBA



Giedre  
MATELYTE



Emanuele  
SANGUINETI



Souad  
YAHIA

Vote for the 1<sup>st</sup> trade union at the inter-institutional level for staff representation.



# UNITY IS STRENGTH



### R&D defends the staff in the languages units:

- We demand a **capacity limit to be set for the overall workload of translation units.**
- We ask for **defined measures to be triggered well before the capacity limit is anticipated** to be reached/in case of the very high workload.
- We require any **introduction of new tasks in the language units to be accompanied by the addition of the necessary human resources** to accomplish these new tasks.

### R&D promotes the equal treatment and the elimination of privileges:

- We promote **fair employment and integration of people with disabilities.** We believe in leading by example: i.e. our poster and our programme (in PDF file) is 100% digitally accessible.
- We want **new clearer rules for "certification" to be approved,** based on the procedures already implemented by the Commission.
- We want to **harmonise the conditions, characteristics and frequency of the various internal competitions,** in order to avoid arrangements between friends that discredit our Institution and our public service.
- We defend the **programmed budgeting of our promotion system** and avoid any modification which could lead to the a priori limitation of the speed of careers.



### R&D defends a competent and independent European public service of the highest quality:

- We promote **greater administrative transparency.**
- We want to **use reserve lists before choosing an alternative solution** in each recruitment process.
- We **oppose any specific external competition that is not duly justified.**
- We promote **internal competitions that truly offer career development** to the most deserving – and only to them.



### R&D believes in the representation of staff and genuine social dialogue:

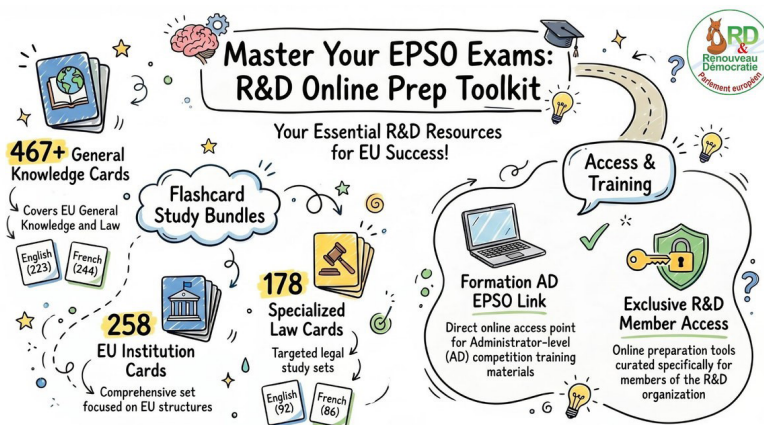
- We want to implement **real solidarity of staff at the inter-institutional level: united, we are stronger!**
- We promote the **unity of action of staff representation,** its renewal and its capacity to listen.
- We want to **put an end to divisions and sterile conflicts,** which weaken staff representation and does not serve the public interest.
- We are **against any kind of cheating and favouritism** including Trade Union favouritism!

## R&D is committed to:

- The defence of the **European School system**.
- The defence of the system of **crèches of the Parliament**.
- The organisation of **language courses abroad for EP staff's children**, as was done in the past.
- Facilitating **access to the workplace through the promotion of a clear public and private transport policy**.
- Promote the regular **increase of the ceiling for Joint Sickness Insurance reimbursements**.

## R&D is also:

- Standing up for the **defence of your individual rights**.
- The regular organisation of **consultation with a lawyer** for advice.
- The **financial support for any legal action** concerning the professional life of its members and having a general interest.
- The regular organisation of **preparatory courses for EPSO and internal competitions**.



- The availability of its elected members within the Staff Committee to **advise colleagues regarding EP work related issues**.
- The organisation of **information sessions regarding complementary medical insurance schemes** for EP staff.
- The organisation of **conferences and workshops**.
- A total of **more than 400 registrations**, constantly increasing.
- Free distribution of **"1000 Questions to Prepare for EPSO competitions"** for members and prospective members on our website: <https://www.rdpe.eu/>