



Have you heard the joke about the man who robbed a bank last week? Instead of getting the money, he got a 15 billion Euro debt!

Whilst that joke is mildly amusing, one thing that is definitely not funny is the grading and career prospects of all of those laureates that have been recruited after the introduction of Kinnock's Reform.

Take the situation of two laureates of the same competition; one being recruited at grade AD10 (on 30 April 2004) and one (and in fact many) being recruited some 16 days after, as AD 6. A career-punishment of at least 12 years – not to mention the loss of wages and dignity suffered.

Just like the bank robber, the expectations of many laureates led only to a nasty surprise; their recruitment grade!

Other Nasty Reform Recruitment issues. Please do not read if you are easily offended by injustice and malpractice !

Take the situation of an 'old grade' A6 (new AD10) that passed a competition (before Kinnock's murky Reform) for A5/A4 (new AD 11/AD12) only to be 'recruited' just after its implementation at AD 9. A demotion!

Take the situation of an 'old grade' B3 that passed an external A-grade competition, only to be recruited at AD 5. whereas if that person would have, instead, taken the internal certification procedure, they would have become AD 7. (Same rules apply to internal and external promotions – just that the rules are applied 'differently'!)

Take the situation of all colleagues from the new Member States. They never had the chance to be recruited at the 'old' higher grades – which were, after all, the reference grades in the notice of competition for many.

These are just some examples of the horrific consequences that many staff are facing as a result of the Reform. A Reform, which, we must point out, was and still is, claimed as such a success by some other trade unions. (They know who they are. You know who they are. Think about this before you vote!)

R&D has not taken this lying down and has been at the forefront of the battle for equality and justice.

R&D is proud to have sponsored the appeal to the Court of Justice of the 'Centeno case' – the Reference Case for everyone, in every Institution, in this situation.

R&D is proud to have members of the Centeno group standing as candidates for this election.

R&D intends to continue this legal fight to the end. When it comes to the fight for justice and equality, R&D says, "No Surrender"

The Commission's deaf ear to this injustice is not good enough. And, R&D will fight for increased promotion possibilities through internal competitions for AD and AST staff.

Make sure you vote for R&D - list No. 8 on June 9, 10 and 11



R&D has supported the new recruits by:

- Providing individual legal advice for anyone caught up in these terrible situations
- Organising and supporting the cost of submitting Article 90's and for taking the case to Court
- Providing considerable financial and other support to the Centeno group
- Lobbying the administration at every possible opportunity to try to remove this injustice and to improve your career prospects.
- Keeping you informed and allowing you to have your questions answered directly by the lawyers involved
- Organising the 'Bus to Justice' to let you see for yourself how the case unfolded at the European Court of Justice.
- Taking every opportunity to highlight the injustice that you have suffered.
- Creating and providing logistical support for an informal working group of 'new recruits' to come together to discuss and present their own ideas for improving their lot.

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Don't let the supporters of the 2004 Kinnock Reform touch our Staff Regulations again!

Thinking about the result of this long and expensive battle, it is important to realise that supporting the right trade union may prevent other disasters that may be just around the corner!

We have been badly treated before. No doubt our pay and pension will suffer further attacks.

Make sure that you stick with R&D, the only trade union that has consistently fought hard and doggedly, for the rights of the new recruits.

Keep helping us to help you.

Get your colleagues to vote for R&D too.

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