

Resolution of the General Meeting of Members of R&D

of 10 and 17 September

Reaffirm the Identity of R&D

Analysis of results of elections to the Commission Staff Committee in Brussels (2012)

Whereas R&D was always the main union to defend the rights of officials from its inception, in all the Institutions and all the Commission's places of work;

Whereas since 2006 the electoral results of R&D in Brussels have declined both in percentage terms (37.42% in 2006, 33.45% in 2009, 28.83% in 2012 for the joint list Near You - 18.7% for R&D) and in terms of the number of people elected (10 full+alternate pairs in 2006, 8 full+alternate pairs in 2009 and 7 mixed R&D-U4U pairs for the joint list including five full members and two alternates for R&D);

Whereas though the 2012 electoral results enabled the joint list Near You to win, they are not at the same level as R&D, they do not have its ambitions, nor do they have its central role;

Whereas, in response to the Reform and the threats to the European public service, in order to do something about the fragmentation of unions which paralyses the statutory bodies with pointless conflict, R&D became fully committed to building ever wider coalitions (Alliance, Union Majority) based on shared visions and programmes;

Whereas, for the first time, in a complete break from past practice and irrespective of all electoral considerations, the result of this commitment was to present joint lists at the other Commission sites (Ispra, 'Outside the EU'), including the European External Action Service (EEAS), consisting of mixed pairs from trade unions that offer staff the same vision and the same programme – even though this resulted in fewer R&D members elected, which could change the public and internal perception of the results, and ultimately the percentage of R&D representativeness;

Whereas for the elections in Brussels R&D decided at its General Meeting to put out a call for expressions of interest to all the majority trade unions with a view to creating a joint list, as was done successfully for the EEAS and ‘Outside the EU’ elections, and whereas that call received only one favourable reply from U4U, which led to the presentation of the joint list Near You;

Whereas the results in Brussels show that R&D paid a high price for its deeply-held attachment to the hallowed principle of staff unity, accepting the dilution of its own message by communicating in the form of the ‘Alliance’, ‘Majority’ or ‘Common Front or on behalf of the statutory bodies managed by R&D;

Whereas the choice to focus on joint communication and dissemination of diffuse and diluted messages led to a lack of presence by R&D per se in the debate, which ultimately led to a communication problem for R&D, and whereas this relative lack of individual communication by R&D may have led some people to think that R&D was absent from the debate (e.g. post-2004 CDR, reduction of travelling time, failure to honour promotion rates of AD/AST colleagues in several grades and for former end-of-career staff, etc.) and/or not to see all the efforts made on their behalf.

Whereas the basic political message in the 2012 elections is beyond argument, namely that colleagues recruited after 2004 decided in very large numbers to support the Generation 2004 list, which achieved a historic success, to the detriment of the other lists, including the joint list NEAR YOU and thus R&D, for whom defence of post 2004 colleagues penalised by the catastrophic 2004 Reform has always been and remains a top priority;

Whereas these results show that R&D has also failed to explain to these colleagues the battles fought in 2004 against the Kinnock Reform and its efforts vis-à-vis the Court and the Administration and the Vice-Presidents who took over the staff file after Kinnock;

Whereas the responsibility for this failure is collective, the mistakes were multiple and cannot simply be laid at the door of those who ran the election campaign;

Whereas we must never forget that the defence of colleagues should never involve opposing each other, whether on a generational or national basis – which would shatter the unity of our people - and whereas staff representation means **fighting against corporatism of all**

kinds;

Whereas faced with the increasing divisions among staff and the measures being taken to exploit this, R&D must strongly reaffirm the values and **solidarity** which remain at the heart of its action and the European project;

Whereas R&D must, without delay and at all levels and for each aspect of its activities, draw conclusions from these results and from the political message they have sent;

Resolution

The General Meeting of R&D in Brussels 10 and 17 September 2012 **decides**:

1) On the Reform:

In light of the dangers for the future of our public administration, **the GM confirms** the efforts of R&D to strengthen the broadest UNITY of action and communication of staff representation within the Commission and all the Institutions in the framework of the **Common Front**, given that the disastrous effects of the 2004 Reform are not unrelated to the divisions among the unions during its negotiation.

2) On the other strands of R&D action

The GM decides to:

- **continue to work** for more Staff Unity, to work to develop common positions, if possible, with a view to negotiations with the Administration, without ever failing to give information, including its differences, to its members and colleagues on its action as R&D;
- **establish** a more targeted internal and external **communication strategy as R&D**, raising specific problems and making efficient use of the new technologies ;
- **strengthen R&D services** and tools to be even more in touch, to better identify the needs of members and colleagues in the different categories, and to give a timely response;
- **strengthen continuous contact and information and defence, without reservation, of members** and all staff in compliance with the Staff Regulations and also against media attack.

It will also launch a **membership campaign** aimed at winning back and expanding its electorate and strengthening dialogue with the other Institutions, members of the EP and also by opening up to the outside world (press, trade unions, etc.)

3) On commitment to the staff committees and coalitions:

The GM notes with surprise the report of the elected members on the results of the inaugural meeting of the Brussels Local Staff Committee, which led to the election of a bureau with a very narrow majority (14 out of 27 members) supported by the successful candidates of the lists presented by the unions belonging to the various groupings at central level (Union Syndicale and TAO-AFI-SE Brux which up to now have been members of the Alliance with R&D) and Generation 2004, while the candidate presented by R&D was supported by those from U4U, FFPE and CONF SFE-SFIE, who have therefore confirmed their commitment to continue to work together.

While waiting to see whether this new coalition is confirmed at central level and, where appropriate, drawing the necessary conclusions on the trade union plan, the **GM confirms** R&D's wish to consolidate and/or enlarge the coalitions which have so far been at the basis of its action, without favouring anyone over anyone else, recalling also that in the context of enhanced cooperation and the presentation of joint lists each Union retains its identity and its differences. **The GM recalls** that the majority is never an objective in itself and that coalitions of governance must always be devised on the basis of the merits of a joint programme and objectives;

The GM also confirms that the management of bodies within the staff committees has never been and will never be an end in itself and therefore rules out all responsibility for managing these bodies, often assimilated to/perceived as a 'collaboration' with the Administration, should the conditions for effective operation supported by stable, credible and consistent coalitions no longer be met.

The GM calls on the successful candidates put forward and mandated by R&D to carry out all the above commitments, to adopt a model for political and administrative management in which its members (seconded staff in particular) should be selected on the basis of their ability to implement the policies and priorities of R&D and pursue its objectives with a genuine team spirit and unity of action.