

## **R&D in favour of the trade union's unity**

An increasing number of you are making us aware of your dismay and irritation with the emerging cacophony on the litigation resulting from the entry into force of the new Staff Regulations.

There is growing confusion over the lack of co-ordination of trade union efforts and the various complaint forms to contest the same measures.

The obvious risk is that each union goes it alone with its little isolated approach, one concerning colleagues stuck in their careers, the other those penalized by the travel allowance, etc.

**R&D** obviously understands your concerns and shares your reactions because we have always worked for the greater unity of action of the staff representation, a prerequisite for the latter to prove its credibility and efficiency...

Thus, throughout the so-called "reform process", all sections of **R&D** in the various institutions and agencies – at local and federal levels - have multiplied their efforts to build the Common Front. This united action was aimed solely at the defence of all staff regardless of their claims, status, place of employment, etc.

It was with satisfaction that we have found that this approach was shared by other forces!

**NOT ONE separate leaflet was sent by R&D!**

**R&D** has kept its commitment and waived any separate communication for the benefit of the Common Front action and the political clarity.

## **R&D supports an integrated and coordinated management of litigation!**

While the race to the ballot could start over again and the excessive search of visibility greatly harms the credibility of the staff representation, **R&D** continues to believe that it is still always possible to coordinate actions also for the appeals!

**R&D** is therefore proposing to extend the spirit of the Common Front to the management of litigation arising from reform especially as critical analyses on measures to challenge are largely convergent.

It is clear that we must put together all our forces in all institutions in order to provide colleagues concerned all necessary assistance and to give the judicial authorities the opportunity to evaluate in the best conditions the scope of legal analyses on the complaints and appeals to be submitted.

Therefore, if given the time and analytical work required, it has not been possible to fully coordinate efforts, **R&D** remains confident that the staff representatives of all institutions and agencies will be able to coordinate their efforts in avoiding unnecessary and harmful multiplication of models for complaint and appeal.

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## **R&D advocates a uniform and coordinated approach with other institutions for the implementation of the staff regulations!**

As part of its federal action, **R&D** intends to examine all the implementing measures adopted by the institutions to release, in accordance with the texts, the most favourable interpretation to staff of the Staff regulations, for all strands of its enforcement.

This is to respect a single set of Staff Regulations, but also because too often the staff of the Commission was the poor relation!

## **More than ever, unity is strength!**

Be certain that **R&D** is committed once again with the greatest determination to meet this new challenge!