



The independents

THE ASSOCIATION OF INDEPENDENTS FOR EU DELEGATIONS

TAO-THE INDEPENDENTS IN EU DELEGATIONS LIST 2
NEW, TRANSPARENT AND GENUINE ABOUT STRUCTURAL FAIRNESS
AMONG STAFF

9 November 2021

Dear colleagues,

This is our third and last communication concerning elections to the CLP-HU for representing European Commission staff working at EU Delegations.

Voting is already open! ...until 18 November. You should have already received an e-mail from HR ELECTION CLP HU 2021 with the instructions on how to vote: <https://webgate.ec.testa.eu/1/evote/clp/>

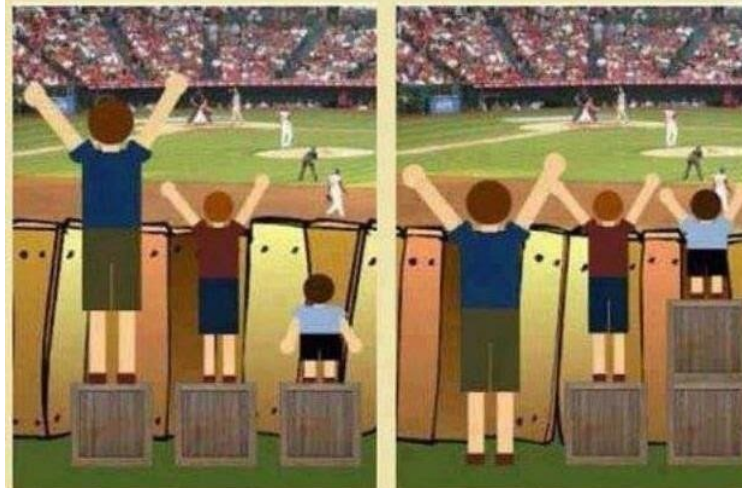
By now, we hope you are familiar with **TAO's** declaration of principles and **TAO the Independents'** commitments. If you have read the commitments of other TUs, you will likely agree **TAO** has presented the most comprehensive package. However, we do not promise you the moon. DG HR will likely not want to agree to most of our points. But the essence of what we bring is an ethically-grounded approach necessary to gain citizens' respect and hence that of the European Parliament. This is necessary to obtain the currently non-existing leverage of Trade Unions at the negotiating table.

Basically, we propose an approach that will force DG HR to agree to much more than it has until now.

As our final campaign message, we would like to share a powerful cartoon illustrating how HR policies and other TU calls for 'equality' for EU Delegations are unsustainable:

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Equality doesn't mean Justice



This is Equality This is Justice

In practical terms, the above illustration shows how the same HR resources can lead to frustration and lack of productivity (on the left) but if applied with a sense of justice, they can lead to cohesion and productivity (on the right).

This is Local Agents (LAs) doing the same work as expats but not even getting salaries reasonably adapted to inflation or no adequate pension and health insurance upon retirement. It is about LAs, Contract Agents and AST/SC not having any meaningful scope for career development. It is AD Officials who work hard and yet get pushed down by parachuted political appointees with obsolete political legitimacy.



JOIN THE INDEPENDENTS TERRITORY

Thanks for your vote!

Let's TAO !

If you want staff reps that do the work of DG HR do not vote list 2.

If you think it is time for negotiating structural reforms, do vote List 2

TAO the Independents for EU Delegations



<https://www.tao-afi.eu/eudelegations>



