

Dear colleague,

The clock started ticking today. In the course of next 10 working days you will decide on the composition of the Luxembourg Local Staff Committee. Voting in these elections, you decide who will represent you at the Central Staff Committee on issues such as careers and promotions, teleworking or open space offices. Your vote will indirectly influence the weight of each staff representation organisation in negotiations with the Commission as employer.

**Generation 2004** has presented a list of dedicated candidates who support concrete and well-grounded views as defined by our [Manifesto](#), amongst which are revision of the current promotions system, reintroducing transparency and fairness into HR practices, securing our pensions but also ensuring that staff representation really represents staff.

Certain elements of the current electoral system in Luxembourg depart from our understanding of true representation and pluralism. This is why we want to share with you our knowledge about the voting in order to help you make a well informed decision.

### Making Your Vote Count

In the Luxembourg electoral system some votes are counted twice and depending on the way you vote, your vote may be more (or less) powerful than other votes. **To cast your vote in the most effective way, please carefully read this:**

- If you tick at least 8 candidate pairs on a single list, and no one on any other list, you cast a so-called “list vote”. Out of the 20 seats in the Staff Committee, 8 seats are assigned to candidate pairs proportionally according to list votes. Your vote therefore influences these 8 seats. In addition, your “list vote” also counts as a preferential vote for the people ticked. Preferential votes are used to assign the remaining 12 seats according to majority. So, your vote also influences these 12 seats. **To wrap up, a list vote influences all 20 seats in the Staff Committee.**
- If, on the other hand, you tick fewer than 8 candidates, or you tick people on different lists, your vote is a so-called “mixed vote”. Mixed votes only count as preferential votes for the people ticked. **So, your mixed vote only influences 12 seats out of 20.**

We know this system is confusing and opaque. Therefore, we commit ourselves to try to fix it and make it really proportional, if you give us a chance to do so.

We also know it is tempting to tick people familiar to you regardless of lists. But please consider that by doing so, you rob yourself of the chance to fully influence the composition of the Staff Committee.

### Frequently Asked Questions

**What is *Generation 2004* and why should I vote for you?**

We are a staff representation organisation formed after the 2004 Staff Regulations reform. We campaign against injustice and inequality in the EU institutions and we call for management change in the field of staff policy. We have clear political goals and we dare to speak out loud to the highest management levels in the Commission. In roughly four years we grew from a neglected minority to a

staff organisation with more than 20% representativity at the Commission. Our voice counts but we need YOU to sound even louder!

For more information, visit our [website](#) or e-mail our [functional mailbox](#). Read about the personal motivation of our candidates (available at dedicated electoral boards) or simply talk to them.

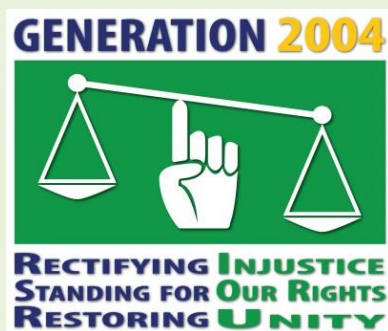
**I support you in general but I dislike some people on your list. Can I still vote for you?**

Please vote for us anyway – and tick all candidates except the one(s) you dislike. As long as you tick at least 8 of our candidate pairs and no one on any other list, you still cast the more powerful “list vote”, and your crosses will count as preference votes for the candidates you like.

**How did you order the candidates on your list? Is there a significance?**

According to the current electoral rules, the list had to be sorted alphabetically. The order is not an indication for a list leader, the level of commitment of candidates or possible future assignments within the Staff Committee.

Generation 2004 list leader is Ibolya Mile – the Head of *Generation 2004* Luxembourg section.



[Read more about our proposal for a truly proportional electoral system for Luxembourg](#)

## Vote List 2