

Dear xxx,

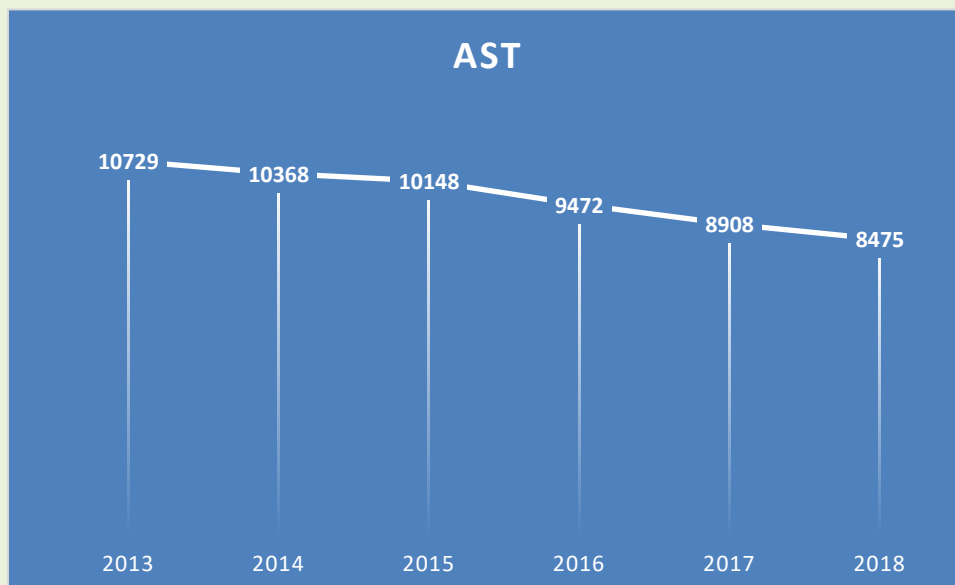
Many of us have been recruited after the 2004 or 2014 reforms, two reforms that deeply divided staff. And we did not know what was awaiting us.

Indeed, how could we have known about the overnight decision to allocate AST/SC posts to AST colleagues?

This decision, done behind our back, is now penalising the careers of hundreds of us. This decision adds insult to injury for the many of us who are already struggling with the fact we are carrying out AD tasks with AST salaries.

DG HR could have waited for the recruitment of AST/SC colleagues to open these AST/SC positions. This is what the other EU institutions did.

The number of AST/SC colleagues has been more or less steady in the past 3 years, at around 440 (almost half of them under temporary contract). The first AST/SC recruitments happened in 2016 only (according to Key Figures Card).



Against this backdrop, why was DG HR in such a hurry to convert our posts into AST/SC posts?

In 2013, the established unionist applauded the newly created AST/SC function group. We do not think that the creation of the AST/SC category is something that the EU should be proud of. Again more divisions!

The established unions at the same time fought hard to obtain the senior assistant status for those already in high AST grades.

The objective was clear: keep career opportunities for the old guard! They simply sold us out in exchange for keeping their benefits. Moreover, they did it twice, in 2004 and in 2014.

Here are some figures:

The AST category is slowly being phased out. The graph below shows the trend during the past 5 years. From 10729 AST in 2013 we went down to only 8475 in 2018. And the decrease is still going on.

In parallel, the number of contract agents is catching up with the number of ASTs.

What is Generation 2004 asking for ASTs and for AST/SC?

- ASTs who have clearly demonstrated their ability to handle higher responsibilities should be given the chance to become ADs. This requires a massive expansion of the certification exercise, currently limited to only about 50 ASTs per year.
- Access to the certification program should be granted from grade AST4 onwards instead of from AST5 as currently is the case.

- Similarly, internal competitions should be organized for the most deserving SCs so they can become ASTs.
- The Commission should also reverse the decision that artificially allocated secretarial and clerical posts to many AST colleagues.
- We would also like to see a report on geographical balance in our AST and AST/SC grades.

Find out more in our [manifesto](#).

Just do not forget:

Generation 2004 was established as a staff association (and not a trade union) in order to fight against all the injustices that happened because of the reforms back in 2004 and 2014.

From the beginning, we asked a level playing field for all, recognition of equal work for equal pay and a modern EU public service that respects people and their needs.

We want fair careers, fair pay and fair pensions.

We are not against anybody, but at the same time, we do not accept everything that comes from Administration. For games like that and unconditional acceptance, administration can use others.

We act independently and as such, we will continue to work

**FOR MANY, NOT THE FEW!**

**WE ARE GENERATION 2004!**

