



Brussels, 19.06.2020

Note for the attention of Mr John BERRIGAN, Director-General

FISMA - Financial Stability, Financial Services and Capital Markets Union

Subject: Interpretation of the New teleworking guidelines

First of all, I would like to thank you for the two messages you have sent on 18 and 19 June 2020 to the staff on the New teleworking guidelines. It is important that colleagues are well informed in advance.

In this regard, I would like to draw your attention to a possible over-interpretation of the **New teleworking guidelines**. In your messages you state that:

*“The guidelines now provide additional flexibility in this respect for the period 15 June – 15 September in case (1) of quarantine rules still in place in the country of origin; and (2) of specific family circumstances where parents need support from their family living abroad to take care of their children. Teleworking is in this case limited to two weeks immediately before or after annual leave. It has to be compatible with the interest of the service to be confirmed by the line manager. **Importantly as well, it applies to teleworking from your country of origin only (not from other countries).**”*

Looking at the point 5.1.b of the New teleworking guidelines the geographical location to country of origin applies only in cases where quarantine rules are still in place. However, in cases of a specific family circumstance where parents need support from their family to take care of their children the guide refers to **“living abroad”**.

Therefore, we would like to ask you to consider deleting the phrase *“Importantly as well, it applies to teleworking from your country of origin only (not from other countries).”*, as from that perspective if there is a couple from two different Member States and both are working

in the European Commission, one of the spouses would not be able to benefit from the provision. This would also be the case for families of staff members who live in countries which are different from the country of origin.

Best regards,

Łukasz Wardyn



Łukasz Wardyn

Chair of GENERATION 2004 *adf*

CC:

Mr Henning ARP (FISMA), Head of Unit, 01