

Vote List 1
Vote S.M.A.R.T.
Vote Generation 2004



Dear Colleagues,

Since its inception in 2012, Generation 2004 has had an uncompromised and non-nonsense stand on many issues affecting the [working conditions](#) of staff in the European Commission. We would like to share with you some of our biggest actions and achievements.



Generation 2004 had a strong stance on the recent Commission [policy on buildings and office space](#), which we believe will be very detrimental to staff's motivation and the services performance.

During the first – and most severe – Covid lockdown Generation 2004 started [several initiatives](#) to address the many issues that compromised the health and safety of colleagues (e.g., we requested [special leave for parents with children](#)).



Generation 2004 has tabled a comprehensive proposal on the [new HR Strategy](#), and, as early as November 2020, was the first staff organization to present a concrete proposal on [teleworking from anywhere](#).

Early in the pandemic, we have also demanded that the Commission [reimburses staff for costs associated](#) with increased levels of teleworking, especially those in the more vulnerable staff categories (CAs, AST-SCs and lower grade ASTs).



Generation 2004 has consistently demanded that the gap in working conditions between staff hired before and after the staff reforms be [addressed](#). We have submitted petitions to the European Parliament, most notably asking for [an end to the unfair treatment of AST/SC staff](#), and for [support for contract agents](#).

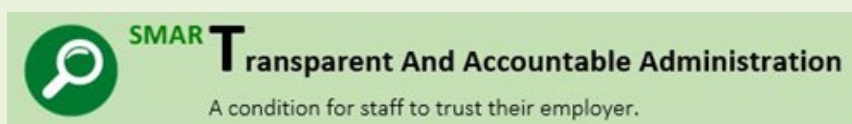
We have demanded for several years that the promotion and reclassification exercises be

reformed to ensure Commission wide comparison of merit, which does not exist right now. In this fight we not only had opposition from the Administration [but also from all the other unions](#). We have also helped thousands of colleagues with many different issues (e.g., draft their self-assessments and appeals against non-proposal for promotion and reclassification, PMO issues, harassment situations, etc.) We have repeatedly demanded that [ASTs, AST-SCs and CAs are allowed to participate in internal competitions](#).



Generation 2004 was the only organization that pushed for a proper and much needed [reform of the Social Dialogue](#) with [the same electoral rules for all Commission Local Staff Committees](#).

[During the 3 years we chaired the LSC in Brussels](#), we have shown how the staff representation should work for staff, to the point that after our tenure [all other unions wanted to steal our success story](#).



Generation 2004 has requested that the Commission stops the non-transparent practice of presenting reforms and policies without proper social dialogue and has called on the Commission to consult the staff representation from the very beginning of the process. In this sense we have also requested that a clear planning of social dialogue files and related meetings is provided twice a year.

We have also requested that all management be held accountable and evaluated by its staff through a 360-degree evaluation process. Those found unfit for managerial positions for a set number of years, or those who chose to step back from people- management, should be reintegrated into the ranks.

If you believe that all staff should be given a voice, then:

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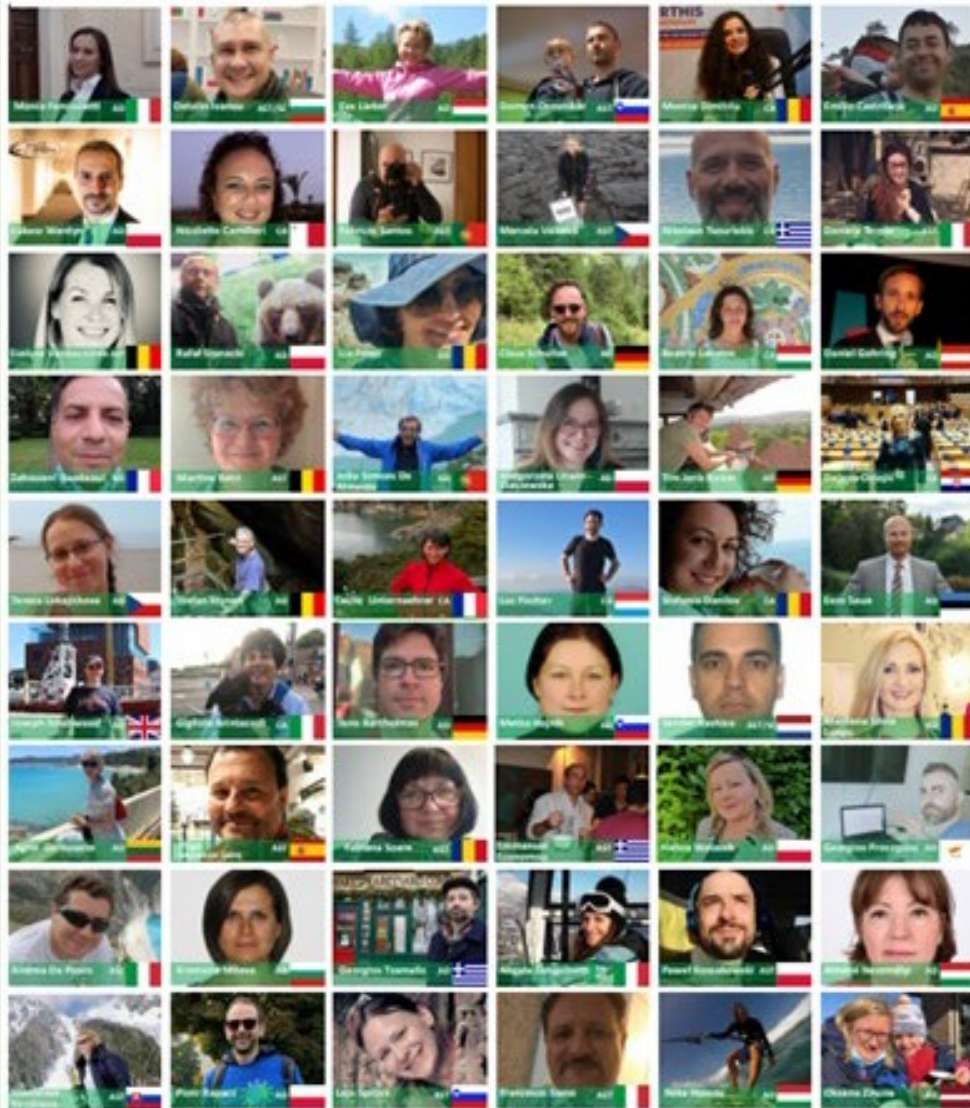


RECTIFYING INJUSTICE
STANDING FOR OUR RIGHTS
RESTORING UNITY

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