



## 8 Reasons to vote for R&D, list n° 8

On 9, 10 and 11 June 2009, you will have the option to vote for one of the 9 lists in contention. Why vote for **R&D list n°8**?

### 1 R&D : a serious and responsible union:

**R&D** appoints dedicated and competent colleagues to the Joint Committees, able to discuss and negotiate with the administration. These colleagues receive instructions from the **R&D** Executive Committee each Monday in order to ensure **R&D's** consistency between the different committees. The mandated colleagues provide the feedback, analysis and reaction which allow us to anticipate the administration's reactions.

### 2 R&D : results during negotiations:

**R&D** has notably obtained major improvements with regard to the European schools; the contracting-out of certain services and social support structures; the improvement of flexitime and work-life balance; restructuring of health insurance and the possibilities for appeal against this bad REC system imposed by the administration. Even in the difficult cases (Centeno, new REC, change of category, etc) **R&D** continues the fight alongside colleagues in their defence. **R&D** is a guarantee of solidity and seriousness, in the face of an agenda of dismantling the European Civil Service looming on the horizon.

### 3 R&D : the union that helps you both effectively and individually

When you have problems in your work or with your career progression, **R&D** is the only union to help you. **R&D** distributes practical guides, organises FREE training, and makes its lawyer available to members and future members (free of charges). **R&D** organises helpdesks and information meetings to assist colleagues.

### 4 R&D and the Staff Committee: effectiveness and respect for others

Thanks to the support and confidence of voters in all areas, the appointees from **R&D** on the Staff Committees have laboured to give a new impetus to these bodies to permit them to be even more effective in helping colleagues. After years of uselessly sectarian control of the Staff Committee which did not respect minority views, thanks to **R&D** all opinions, even minority ones have been able to be freely expressed over the past three years, and all members have been able to have access to complete information.

### 5 R&D : today, a credible force working for the UNITY of staff and unions:

In the face of a multiplicity of small unions and occasional corporatist upsurges, **R&D** has opted to defend a true political project for our European Civil Service and to construct a consensus around strong ideas. After the last elections for the Local Committee in Brussels, **R&D** became the foremost union in the whole Commission. Unlike the practices of the others, **R&D** put its

strength to the benefit of unity of action to represent the staff. This is because staff are aware that without unity among its representatives they cannot be defended.

More than ever, **to vote for LIST 8 is to vote USEFULLY and EFFECTIVELY.**

#### **6 R&D : a strong team:**

Against unions whose only unity is in their official title, **R&D** puts up a strong and experienced team (whose coherence is not 11<sup>th</sup> hour). Far from sectarianism and exclusion, **R&D** in the name of the defence of the higher interest of staff and the European Civil Service, has always been able to renew itself and to welcome all colleagues with a correct motivation.

#### **7 R&D : for the future, hope for the staff:**

The Kinnock reforms set back our status by introducing new underpaid grades and contract staff who are paid less and with poorer conditions of employment. In the face of the risk in 2012 of even more measures like those, harmful to the European Civil Service, only a strong and powerful union is in a position to prevent these serious blows (to our status, salaries, pensions, etc) which are sadly foreseeable.

**Don't do as in 2004 with the Kinnock reforms, or in 2008 with the new REC, BECOME ACTIVE at the side of R&D list 8**

#### **8 R&D : a vision for the future:**

**R&D** doesn't succumb to demagoguery to win elections because **R&D** has a more optimistic view of the staff's discernment; it is moreover the dignity of Civil Servants and other staff of the European Civil Service that needs to be defended in a long-term political project. In the final analysis, **R&D's** actions are designed to help colleagues with a project that lasts.

**[www.renouveau-democratie.eu](http://www.renouveau-democratie.eu)**

***You are unique. Together we will defend you.  
We will act together, today and tomorrow.***

***9-10-11 June vote R&D list No. 8***

Pour adhérer à R&D/To join R&D **Bruxelles** : envoyer ce talon à /send this stub to R&D, J-79 09/232,

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