

# MEETING MINUTES

## 27/05/2016 GENERAL MEETING

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### In attendance

The Union Syndicale Eurojust Temporary Executive Committee	Jakov Minic Iro Karanikola Margarita Kokkinaki Csaba Sandberg Nicolas Karayannis
On behalf of Union Syndicale Fédérale	Jean-Marie Jungblut
Union Syndicale Eurojust members	8 members

### Introduction of the Temporary Executive Committee

Jakov Minic introduced the members of the Temporary Executive Committee, its role and mandate until the general elections. The Temporary Executive Committee consists of:

- Jakov Minic – President
- Iro Karanikola – Vice President
- Margarita Kokkinaki – Treasurer
- Csaba Sandberg – Secretary
- Nicolas Karayannis – Regular Member

### Adoption of the Union Syndicale Eurojust Rules

A quorum was verified.

Before the adoption of the rules two questions were raised:

1. Margarita Kokkinaki pointed out that the Rules can be changed at any General meeting in the future
2. A present Union Syndicale Eurojust member requested clarifications about Article 8 of the Rules regarding the members of the Union Council and the number of times it is to meet
  - a. The Temporary Executive Committee clarified that the Union Council may be composed of members of the Staff Committee and of Union Syndicale Eurojust members
  - b. It was also clarified that it is supposed to meet four times a year but that the number of meetings can be reconsidered at a later stage

**The Union Syndicale Eurojust Rules were unanimously adopted by the members present at the meeting**

## **Presentation: relationship between Union Syndicale Eurojust and the Staff Committee**

Presentation by Margarita Kokkinaki:

- The independence of Union Syndicale Eurojust but sharing the same goals as the Staff Committee
- The Staff Committee representing the interest of the Staff while the Union Syndicale Eurojust can defend it through advice and legal support
- The different legal basis of the two
- Union Syndicale Eurojust being the 4<sup>th</sup> local Union to be established amongst agencies
- The ability of Union Syndicale Eurojust to negotiate with the Appointing Authority once a framework agreement is in place
- Union Syndicale Eurojust can declare strike

Lefteris Kaltekis, Chair of the Eurojust Staff Committee, expressed:

- Since some members of the Staff Committee are members of the Union Syndicale Eurojust, the non Union members of the Staff Committee will be asked to define the relationship with Union Syndicale Eurojust
- The Eurojust Legal Service recently approached the Staff Committee to defining the process for consultation and social dialog at Eurojust

## **Presentation: what can Union Syndicale Eurojust do for its members?**

Presentation by Margarita Kokkinaki:

- Advice and support to individuals or groups
- Legal advice in individual cases
- Training for preparing for competitions
- Once Union Syndicale Eurojust has joined Union Syndicale Fédérale the support network of USF will be available as well

## **Presentation: Union Syndicale Eurojust membership**

Presentation by Margarita Kokkinaki:

- That membership to Union Syndicale Eurojust is confidential and the list of members will be handled exclusively by the Treasurer
- Membership takes effect after payment of the membership fees

Margarita Kokkinaki also informed that The Executive Committee is still in the process of establishing a bank account and the best options for payment. While the payment details are being finalised, no membership fees will be charged.

## The Executive Committee will send out membership forms

### Presentation: Contact details, ideas, suggestions

Presentation by Margarita Kokkinaki:

- Asked members to use info@usej.eu when contacting the Executive Committee
- Members were requested to send suggestions for logos for Union Syndicale Eurojust

### Union Syndicale Fédérale info session

By Jean-Marie Jungblut, vice president for agencies in Union Syndicale Fédérale:

- Unions work is not magic – it requires a lot of work and comes with a lot of frustration
- The strength of a Union lies in its members
- The purpose of a Union is to represent staff towards management
- Union should not be seen as an antagonist to management but as a partner. Management often seeks input from staff and it is convenient to have a representative partner to talk to
- There is a Union Syndicale logo that is usually adopted and adjusted by members
- Union Syndicale Fédérale is a membership organisation consisting of local unions
  - US Brussels is the largest one representing 10,000 people
  - USF is representing its member organisations
- Union Syndicale Eurojust keeps its independence from Union Syndicale Fédérale
  - Union Syndicale Eurojust is responsible for its own actions

### Questions and answers

#### **Q1: Can we negotiate with management without the framework agreement?**

*Jean-Marie Jungblut:* it depends on the willingness of the management. Even if a framework agreement is in place, there is no guarantee that management will engage in negotiations with a Union.

#### **Q2: If the implementing rules for the Staff Regulations have already been negotiated in Brussels, what room is there for negotiation locally?**

*Margarita Kokkinaki:* Eurojust does not have to accept any model that arrives here. For example, Eurojust has adopted different core hours than all other agencies.

*Jean-Marie Jungblut:* the question is defined in Article 110 of the Staff Regulations. Only Union Syndicale Brussels negotiates with DG HR about the implementing rules, not Union Syndicale Fédérale. The Commission has defined how implementing rules must be adopted and exceptions must be motivated. At Eurofund they have a Joint Working Group with the Union, Staff Committee and management discussing the implementing rules.

#### **Q3: Will there be a solution for document exchange?**

*Csaba Sandberg*: there is possibility to setup a website at usej.eu with membership areas. The requirements must be explored first.

*Jean-Marie Jungblut*: It is advisable to keep things simple. A FaceBook group or page may be sufficient. If there are serious cases, then separate protected solution may be needed

**Q4: is there any regular communication from Union Syndicale Fédérale?**

*Jean-Marie Jungblut*: USF offers the Agora magazine. It is important for local Unions to define a communication policy.

## **Closing of meeting**

Jakov Minic closes the meeting and the Executive Committee and Jean-Marie Jungblut sign the Union Syndicale Eurojust Rules.