**Draft Road Map for Agencies**

**Action points and activities for USF Vice-President, Jakov Minić**

* A complete social dialogue to be made available.
  + In order for a social dialogue to exist in agencies, we need to put our efforts in establishing framework agreements between the Appointing Authorities and Union Syndicale Member Organisations. From my understanding only Eurofound has a framework agreement signed. Cedefop Thessaloniki, OSHA Bilbao, Eurojust The Hague, and ETF Torino do not have a framework agreement in place with their respective administrations.   
    Eurojust has drafted a framework agreement based on the Commissions one, and we have “approved it” by Eurojust’s Legal Affairs Unit. My intention is to share it with all member organisations and see if we can have a uniformed approach to the Directors. Once the framework agreement is agreed on by all agencies, USF can prepare a letter and approach the Appointing Authorities.
  + Secondment, in order for trade unions to be efficient and to work independently, trade unions established and recognized in Agencies should have seconded posts.
* Improve and create career opportunities and internal or external mobility options.
  + Agencies to be allowed to provide certification procedures for temporary. Agents (AST-5 to AD-5, AST-6 to AD-6, etc.);
  + Offer access to internal competitions allowing the conversion of Contract Agents to Temporary Agents (FG-II to AST-2, FG-III to AST-3, FG-IV to AD-5/AD-6);
  + Organise EPSO trainings and competitions for Contract and Temporary Agents working in Agencies to become Officials.
  + Clearly confirm the continuity of pension rights, which must remain intact when moving from one agency to another. The principle of no interruption of service and contribution to the EU Pension Scheme Case T-128/17 Torne v Commission. Closely to follow the T-769/16 Picard vs Commission at the European Court of Justice regarding pension rights.
* Agencies to become more attractive employers.
  + The provision of childcare is a matter of equal opportunities. All Agencies should provide for childcare facilities and/or at least financially support access to local childcare facilities in line with rules and principles that apply on staff working in Brussels and Luxembourg;
  + All Temporary and Contract Agents should have access to European Schools. Where European Schools do not exist, staff should have access to international schooling fully covered by the Agency;
* Play an active role in acquiring new member organisations.
  + Success. In order to attract other agencies to create their own section of USF, we need to advertise success. Future member organisations must clearly know what they could gain by unionizing.
* Participate in AASC meetings.
  + Raise awareness and provide information to other agencies on what trade unions (Union Syndicale) can do to assist Staff Committees in their mandates;
  + Offer support and visits to Agencies that have the desire to set-up their own trade unions;
* Network of legal assistance for agencies.
  + Since the Agencies are spread across Europe and do not have easy physical access to Brussels, it would be beneficial to create a network of legal assistance.