

**Social Dialogue Committee for Central Government Administrations - SDC CGA**

**SD Committee Central Government Administrations – Working Group meeting**  
25 September 2015, Brussels  
**Draft Minutes**

<b>Present</b>		
<b>TUNED</b>		
BOSSIO Silvana	CSC SP	Belgium
GILLES André	CGSP	Belgium
SUCH Blanka	STATORG	Czech Republic
LIIVAMÄGI Kalle	ROTAL	Estonia
PARISOT Alain	UNSA	France
SOUBIROUS Philippe	FGE-FO	France
TSIAKKAROS Stélios	CFDT Interco	France
HEIKKILA Katja	Pardia	Finland
MOOS Christian	DBB	Germany
RONAYNE Eoin	CPSU	Ireland
WEYDERT Camille	CGFP	Luxembourg
VAZQUEZ FERNANDEZ David	FSC CCOO	Spain
LEJON Britta	ST	Sweden
OSTBERG-SVANELIND Maria	SSR	Sweden
KEMPEN Peter	USF	Europe
<b>TUNED Secretariat</b>		
SALSON Nadja	EPSU	Brussels
GASSNER Diane	EPSU	Brussels
HEEGER Klaus	CESI	Brussels
SMYTH Agathe	CESI	Brussels
<b>EUPAE</b>		
LE GOFF Thierry		France
DJIDER Nacer-Eddine		France
LOREAL Simon		France
DRUART Jacques		Belgium
NECKEBROECK Bruno		Belgium
FEDROVA Michaela		Czech Republic
FORGAC Gabriel		Slovakia
SARMAVICIUS Osvaldas		Lithuania
SKARDZIUS Paulus		Lithuania
MAIWALD Christian		Germany
PAPPENSCHELLER Thomas		Austria
GRIXTI Mario		Malta
CASADO LOPEZ Hector		Spain
PIZZICANNELLA Stefano		Italia
FICCHI Velia		Italia
BOSSAERT Danielle		Luxembourg
GENGLER Bob		Luxembourg

BORICEAN Laura		Romania
<b>European Commission</b>		
MARTINELLI Stefano	DG Employment	Brussels
DE SMET Anne-Pascale	DG Employment	Brussels

**09h00-11h00:** Separate preparatory meetings of EUPAE (with interpreters) and TUNED.

### **11:00 Working group meeting**

#### **1. Welcome and announcements**

EUPAE-France opens the committee meeting. It stresses that the draft text on information and consultation rights is the important item in the daily agenda and recalls that the aim is still to reach by the end of the year a legally binding agreement in order to create a European framework which does not weaken more favorable national legislations.

TUNED also welcomes the Committee's work and the compromise reached by the drafting group on September 10 and announced that TUNED would like to propose some minor changes to the text during the meeting.

#### **2. Adoption of the agenda**

As the information and consultation negotiations is the priority of the committee, EUPAE-France proposes to change the items order in the agenda and to start with the item 'information and consultation'. The adoption of the minutes of the plenary meeting of 2 June 2015 could be postponed.

TUNED accepts this proposal.

#### **3. Proposal of a general framework for informing and consulting civil servants and employees of central government administrations**

EUPAE-France presented the compromise reached by the Drafting Group, on 10 September.

TUNED lists five new main amendments proposals to the compromise text:

- Article 1, paragraph 9: adding a sentence to strengthen the 'non-regression clause'.
- Article 1, paragraph 10: replacing "a relevant level" by "the relevant level" in the second line.
- Article 4, 1st block, 3<sup>d</sup> bullet point: adding an "or".
- Article 5: modifying or deleting the reference to "projects".
- Article 6: limiting the scope of the Article by adding "expressly" for cases of non-disclosure obligation and "exceptional situations / circumstances" for cases of suspension of rights.

At first glance, EUPAE could accept these amendments.

For its part, EUPAE would like to share the following remarks:

- Article 3, paragraph 17: To better reflect the realities in some countries like Germany, Austria or Luxembourg, EUPAE (Germany) propose to better take into account other forms of employee's representatives in the definition.

A solution is found between EUPAE and TUNED by adding "other employee representation bodies."

- EUPAE (Italy) expresses a reservation on the current text. First, the reservation concerns the chosen instrument, that is to say a legally binding agreement: in Italy, these topics and fields would not be settled by legislation but by a collective bargaining. The Article 4 is particularly problematic as it is not compatible with Italian practice to have a legislation which predetermines the topics subject by information and consultation (although Italy considers that, in terms of content, collective bargaining often go beyond the topics laid down in our draft framework). There is therefore an objective difficulty between the content of Article 4 and the type of instrument chosen (legally binding text).

EUPAE proposes to add at the beginning of Article 4 a sentence that could resolve the concern of Italy by taking into account when collective bargaining agreements define themselves the topics. TUNED could accept this addition to the sole condition that it allows Italy to agree the text as a whole; otherwise the sentence will be deleted.

TUNED however wishes to stress the importance of Article 4 in the text: if we reach a binding agreement without obligation on any topic, the text will be worthless.

The European Commission would like to stress that it is better to reach a stabilized but a little less ambitious text, rather than a demanding text without consensus.

EUPAE-France proposes to send the written proposed amendments of this meeting, especially this one in Article 4, to TUNED and Italy as soon as possible. EUPAE and TUNED also agree on the necessity to hold a steering committee in the coming weeks for notably trying to overcome the remaining difficulties on the text.

#### **4. Joint project on well-being and occupational safety and health (OSH) in central government administrations**

The European Commission announce that the response to the grant application for the Joint project on well-being and occupational safety and health (OSH) in central government administrations will be given at the end of October.

If accepted, the project will last from the end of 2015 to June 2017. It will focus on psychosocial risks and include the organization of seminars in Vilnius, Madrid and Berlin, and additional meetings of the steering committee during the period. Deliverables will include a guide on prevention including good practices relating to chain of responsibility and a short animation video.

#### **5. Topic proposals for the new SDC CGA work programme 2016-2017**

TUNED presents the first draft work programme for 2016-2017 and questions on the opportunity to extend the period of the programme until 2018.

EUPAE members express their approval on project proposals 1 and 2, respectively on "Follow-ups and monitoring of adopted texts" and "Wellbeing at work – prevention of psychosocial risks".

Concerning item 3 (migration / asylum services), many members of EUPAE concede that this is an interesting and current topic, but too political and sensitive to be dealt by our Committee. Furthermore, EUPAE thinks it has to be addressed at an inter-sectoral level.

For item 4 (Youth Employment), there is no real opposition of EUPAE members, but some of them have doubts concerning the relevance of a specificity of public administrations in this regard.

Regarding item 5 (Modernisation of administrations in the framework of the European Semester and EU / Troika-national programs - global financial crisis), the situation of Greece is, according to several members of EUPAE, also a sensitive subject and it might be felt as degrading to point the finger at one country in particular.

Moreover, tracking the decisions of the European Semester is already a question that was raised within EUPAN and which did not find consensus.

The draft work program will be discussed again during the next steering committee meeting.

## **6. Dates of next meetings 2015 - 2016**

For the end of 2015, the Committee has to set additional meetings:

- **a steering committee** (by the end of October), to take stock of the progress of information and consultation draft framework and to further develop the committee draft work program for the next years.
- **a working group** (by mid-November).

Dates for working group meetings in 2016 have been submitted to the European Commission. TUNED and EUPAE will confirm the dates as soon as they will get confirmation from the Commission.