

**Closure of Commission buildings,
teleworking and compensatory measures:
Will we one day have to pay the costs of working?**



During the summer holidays, some Directors General took the initiative to close their buildings and asked their staff to switch to full-time teleworking.

These building closures could be renewed or even expanded during future holiday periods, for example at the end of the year, as the director of the OIB did not rule out.

We request HR to clarify the legal basis that allows it to close buildings. Even if we support **the political and environmental idea** of “greening” the Commission, we note that these decisions were taken without any real consultation either with the Staff Representative Committees or with the Committee for Protection and Prevention at Work. These closures were imposed arbitrarily, as **note de la DG HR** shows clearly.

For **the Federation**, the "new greening strategy" of DG HR is being used as an excuse to make budgetary savings to the detriment of colleagues. Indeed, some colleagues are forced to stay at home again, without the obligation to come to the office for two days, as provided for in the latest **Décision de la Commission : C (2022) 1788** on working time and hybrid work. In the future, colleagues will still be able to come to an office to work, but will they maybe have to find one through a specific rental or purchase platform? (<https://webgate.ec.europa.eu/where2desk>).

A thorough assessment of this shift to an "hybrid" system remains to be done. Indeed, this is likely to unbalance the equilibrium between the professional and private lives, whose autonomy and harmony must be preserved.

Other aspects must also be addressed: it is clear that the displacement of our professional activity, whether all or part of it, from the office to the home generates costs which are still essentially borne by the members of the Staff , in a context where the Commission is making tremendous savings in terms of heating, mission expenses, security guards, etc.

However, it must be noted that even today, nothing is progressing in the area of financial compensation to be provided to Staff (although provided for in point 4 of Article 13 of decision C (2022) 1788). While it is clearly not the time to fall back on corporatist demands, the fact remains that a real debate must begin between the Administration and the organizations representing its personnel on the cost, the economic impact, and the necessary compensation for work in "hybrid" mode.

This compensation will also be a **factor of attractiveness for new recruits** and will prevent the departure of certain colleagues attracted by other employers who have adapted better to this new reality.

The Federation asks the Administration to draw up credible, costed, concerted proposals that allow the Staff, and in particular its most precarious or vulnerable members, to face difficult situations and times, in a context where solidarity must remain the essential value.

Our jobs must not be uberized, outsourced, and devalued. The Commission must respect the dignity of our colleagues, especially the most precarious.

The Federation

You will never walk alone !