



**Decision No 20/2021**  
**of 10 November 2021**  
**of the Management Board**  
**on setting up a Staff Committee**

THE MANAGEMENT BOARD OF THE EUROPEAN LABOUR AUTHORITY,

Having regard to the Staff Regulations of Officials ('Staff Regulations') and the Conditions of Employment of Other Servants of the European Union ('CEOS') laid down by Council Regulation (EEC, Euratom, ECSC) No 259/682, and in particular Articles 9, 10a and 110(2) thereof and Article 1 of Annex II to the Staff Regulations and Article 7 of the CEOS,

Having regard to Regulation (EU) 2019/1149 of the European Parliament and of the Council of 20 June 2019 establishing a European Labour Authority amending Regulations (EC) No 883/2004, (EU) No 492/2011, and (EU) 2016/589 and repealing Decision (EU) 2016/344<sup>1</sup>, and in particular Articles 32 and 33 thereof,

Having regard to Communication C(2014) 6543 final of 26 September 2014 from Vice-President Šefčovič to the Commission on the guidelines on the implementation of Article 110(2) of the Staff Regulations with regard to the implementing rules applicable in the agencies, and in particular Point 2.B thereof,

Having regard to the agreement of the European Commission pursuant to Article 110(2) of the Staff Regulations C(2016)3323 of 27 May 2016,

After informing the staff,

WHEREAS:

- (1) The Authority should set up a Staff Committee which should represent the interests of the staff vis-à-vis the Authority.
- (2) A Staff Committee should perform the functions assigned to it by the Staff Regulations, in particular by Articles 9(3) and 110(2) thereof;
- (3) The Authority should determine the composition and procedure of the Staff Committee in accordance with the provisions of Annex II to Staff Regulations

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<sup>1</sup> OJ L 186, 11.7.2019, p.21

while, according to Article 9(2) of the Staff Regulations, a derogation regarding membership is possible to take into account the composition of the Authority's staff.

HAS DECIDED AS FOLLOWS:

### **Article 1 — Scope**

1. A Staff Committee (hereinafter 'the Committee') is hereby created.
2. This Decision governs the composition and functioning of the Committee within the European Labour Authority (ELA).
3. The Committee represents staff covered by the Staff Regulations and the CEOS. These staff comprise temporary staff, contract staff and other categories of staff, if any, referred to in Article 1 of the CEOS. Collectively, these staff are hereinafter referred to as 'the staff', unless otherwise specified.

### **Article 2 — Tasks**

1. The Committee shall represent the interests of the staff vis-à-vis ELA and maintain continuous contact between ELA and its staff.
2. The Committee shall contribute to the smooth running of the Authority by providing a channel for the expression of opinion by the staff.
3. The Committee shall bring any difficulty that has general implications concerning the interpretation and application of the Staff Regulations and the CEOS to the notice of:
  - the head of the Authority as referred to in the act(s) establishing the Authority (the Executive Director); or
  - other persons designated by the Executive Director or, exceptionally,
  - in specific, duly justified cases, the Management Board.

The Committee may be consulted on any difficulty of this kind.

4. The Committee shall submit suggestions to the Executive Director concerning the organisation and operation of the Authority's services and proposals for the improvement of staff working conditions or general living conditions.
5. The Committee shall participate in the management and supervision of social welfare bodies set up by the Authority in the interests of its staff. It may, with the consent of the Executive Director, set up such welfare bodies.

6. The Committee shall be consulted on implementing rules giving effect to the Staff Regulations and to the CEOS before the Management Board.
7. The Committee shall exercise any other role provided for in the Staff Regulations, in implementing measures to the Staff Regulations/CEOS and in any act adopted by the Authority.

### **Article 3 — Composition**

1. The composition of the Committee, as set out below, shall, as far as possible, reflect the composition of the Authority's staff, in particular as regards the categories of staff<sup>2</sup>.
2. The Committee shall consist of at least three full members.
3. If there are enough candidates, there may be up to an equivalent number of alternates. The alternate member shall replace a full member in the latter's absence.

### **Article 4 — Terms of office**

1. The term of office of the Committee shall be three years.
2. In the event of the Committee collectively resigning or a motion of no-confidence in it being passed, new elections shall be organised within one month.
3. If the Committee's term of office expires before a new Committee has been elected, the sitting members shall remain in office until replaced by the newly elected members. This period shall not be longer than six months.

### **Article 5 — Membership**

1. The duties undertaken by members of the Committee shall be deemed to be part of their normal service in the Authority. The fact of performing such duties shall in no way be prejudicial to the person concerned.
2. The term of office of a member of the Committee shall cease upon death, resignation from the Committee, or termination of employment with the Authority.

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<sup>2</sup> temporary staff in function group AD;  
temporary staff in function group AST;  
temporary staff in function group AST/SC;  
and other types of staff mentioned in Article 1 of the CEOS if any.

3. Membership of the Committee does not constitute special grounds for extending a time-limited employment contract.
4. A member of the Committee who changes his or her function group or category of staff during his or her term of office shall remain in office until the term of the Committee expires.
5. Should the term of a full member of the Committee end prematurely, his or her office shall be attributed to the alternate member with the highest number of votes at the last election.

### **Article 6 — Functioning**

1. The Committee shall elect a Chair by a majority of its full members.
2. The Committee shall adopt its own rules of procedure, which shall be notified to the Executive Director and to the staff. It may also determine the distribution of duties among its members.
3. The Committee shall meet at least three times a year.
4. The Committee and the Executive Director shall meet at least two times a year, and at the request of the Committee or the Executive Director at any time on any urgent matter.
5. The Committee shall convene a general meeting of staff at least once during its term of office in order to present a report on its activities and propose its future action plans.
6. Meetings of the Committee shall be competent to transact business only where at least the majority of its full members are present or represented by alternates. If the quorum is not reached, the meeting shall be reconvened by means of a letter or an email sent to all full members and alternates in accordance with the rules of procedure.
7. Decisions shall be taken by a majority of full members present or represented by alternates.

### **Article 7 — Consultation**

1. If consulted, the Committee shall have a minimum period of 15 working days to declare its position on relevant matters.
2. If no opinion is delivered within the period prescribed, the Authority shall take its decision.

### **Article 8 — Facilities at the Committee's disposal**

1. Subject to the agreement of the Executive Director, the Committee shall be entitled to make use of the Authority's facilities in order to perform its duties and inform staff.
2. Missions carried out by members of the Committee, in the exercise of their duties, shall be reimbursed according to the standard rules applied by the Authority, including budgetary limitations.

### **Article 9 — Electoral rules**

1. The conditions for electing the Committee shall be laid down as rules of electoral procedure at a general meeting of the staff of the Authority. These conditions shall ensure, to the extent possible, that staff of all categories are represented in the Committee.
2. The members of the Committee shall be elected by a secret ballot of:
  - staff members covered by the CEOS whose contracts are for an indefinite period or for one year or more; and
  - staff members covered by the CEOS whose contracts are for less than one year, provided they have been employed by the Authority for at least six months.
3. A staff member, covered by the CEOS, with an indefinite contract or whose contract is for one year or more shall be entitled to stand for election to the Committee.
4. Elections shall be valid only if two thirds of those entitled to vote take part in the voting. If this proportion is not attained, the second vote shall be valid if the majority of those entitled to vote take part in the voting. The second vote shall be organised immediately after the first one.
5. The list of the Committee's members shall be brought to the attention of all the Authority's staff in a suitable form.

**Article 10 — Final provisions**

1. This Decision shall take effect as from the first election after adoption of the present Decision.

Done at Bratislava, on 10 November 2021.

For the Management Board

*(e-signed)*

Tom BEVERS

Chair of the Management Board