



Return adress: Larikslaan 1, 3833 AM LEUSDEN The Netherlands

Email: [europeanpoliceunion@hotmail.com](mailto:europeanpoliceunion@hotmail.com)

**The Netherlands, December 20, 2016**

European Commission  
Vice-president Valdis Dombrovskis  
Rue de la Loi 200 / Wetstraat 200  
1040 Bruxelles / Brussel  
Postal address: building BERL - 1049 - Bruxelles / Brussel  
BELGIQUE  
[cab-dombrovskis-contact@ec.europa.eu](mailto:cab-dombrovskis-contact@ec.europa.eu)

Dear Mr. Dombrovskis,

The European Police Union (EPU), member from Eurofedop, has noted with interest the intention of the European Commission to reach a pillar in order to strengthen the social aspects of Europe. An important reason behind this European Commission initiative is to increase the support base for the European Union. In principle, the EPU is positively disposed towards this initiative, but we expressively call your attention to the following.

A number of directives and rights have been set out within the European Union which relate to the formation of trade unions in all sectors, including the public sector. There are also European Directives in the field of Social Dialogue and the rights of employees within the member states. As EPU, however, we maintain that while these directives and rights are clear, the implementation of and compliance with the directives and rights is expressly lacking. It is precisely this lack of compliance with the directives and rights that increasingly affects the confidence of employees and citizens. For this reason, we call upon the European Commission to first and foremost promote compliance with directives and rights in addition to investing in a social pillar, and to take initiatives in cooperation with the trade unions in order to achieve this. We are certain that investments in compliance with these directives and rights made by the member states will have a positive impact on the perception of the European Union among employees and citizens.

Below, we describe a number of examples of the situations mentioned above:

A number of member states now have well-functioning trade unions in various public sectors. The trade unions are so successful that governments are setting up new trade unions, supported by the government. However, these trade unions show little or no representation. Negotiations with these trade unions are then held in compliance with the Social Dialogue and agreements are being reached, however, the agreements are not carried by employees, but in fact contain arrangements that are in the interests of the government concerned.

In a number of member states, we note that the representatives of properly functioning trade unions are being impeded in carrying out their trade union work. It is sometimes the case that they are publicly accused of fraud or corruption and in some countries even espionage (working against the national interest) without evidence being presented. In addition, we have noted a number of cases in which all kinds of obstructions are laid out by the government if a trade union is critical towards the policy in terms of the way in which the government concerned functions.

As a final example, we wish to mention that various authorities conclude collective labor agreements and subsequently, without consultation or explanation, refuse to implement the agreements at a later stage. Moreover, there is still EU Member States where it is not legally allowed police trade unions to conduct collective agreement in order to fulfill the provision in art.6 from the European Social Charter. We see the same situation in the implementation of the working time directive and the right to payment for overtime, etc.

It is clear that these situations are causing great damage to the credibility of the European Union. We express the hope and expectation that the European Commission expressly recognize the importance of compliance with and implementation of European Guidelines (including Article 6 of the European Social Charter). In relation to that, we as the largest umbrella police trade union organization in Europe have started researching violations of the basic rights and social entitlements of police officers in all our member countries.

We will be pleased to present the results and findings to you and to share all the data.

We looking forward to your response and would be glad to work you with you in the near future to resolve all these matters.

Yours sincerely,



Gerrit van de Kamp  
President of the European Police Union

