



**Union
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des services publics européens et internationaux

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Brussels
29 April 2019

TO: Mr CAMPINOS
President of EPO

Dear Mr President,

With a letter dated 29th January 2019¹, USF drew your attention to the negative perception of the abusive - and for several of them still unresolved - disciplinary cases against staff or union representatives at the EPO and the personal suffering the situation still entails.

Before considering new facts and evidence, we wish to recall that the overlap of Member States of the EPC and of the European Social Charter fully justifies raising the issue of compliance of internal EPO action with Art.28 of the European Social Charter².

We also wish to recall that you have now been for long enough in your office at the EPO so that staff may rightly expect to see the effects of their new leadership.

In the meantime, a survey has been run at the EPO which seems to reveal/shows very worrying results³ calling for an analysis to be run jointly by the EPO President and the EPO staff representation / SUEPO. We quote just two of the many results:

- 27 percent only of EPO staff dare to speak up, to be compared to the norm for Europe⁴ 56 percent;
- 16 percent only of staff have confidence in the decisions made by senior EPO management, to be compared to the norm for Europe 66 percent.

We also recall that the Administrative Council is asking you to restart a social dialogue worthy of the label at the EPO (CA/26/16) and that the EPO has been the organization raising the highest level of attention at the ILO (AT) and at the Parliamentary Assembly of the Council of Europe during the last few years. EPO staff is concretely and urgently asking you to radically change the EPO HR policy.

¹ Read <https://www.unionsyndicale.eu/demande-amnistie-des-syndicalistes-oeb/>

² "Article 28 – The right of workers' representatives to protection in the undertaking and facilities to be accorded to them
With a view to ensuring the effective exercise of the right of workers' representatives to carry out their functions, the Parties undertake to ensure that in the undertaking:

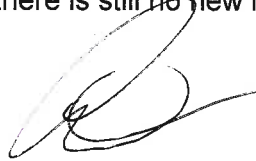
a. they enjoy effective protection against acts prejudicial to them, including dismissal, based on their status or activities as workers' representatives within the undertaking; ..."

³ <http://patentblog.kluweriplaw.com/2019/04/07/epo-staff-survey-concerns-about-quality-low-confidence-in-management-lack-of-respect/>

⁴ 23 companies with 187,296 employees

Resolving the last open disciplinary cases at the EPO would be a starting point for a genuinely renewed Human Resources policy at the EPO to be included into your "strategic plan" the EPO (2019-2023), both on content and symbolically. From now on, almost a year after you took up your new mandate at the EPO, lack of action of the EPO President will inevitably create the general perception that there is still no new leadership at the EPO.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'B. Loescher', written in a cursive style.

Dr Bernd Loescher
USF President