



**Union
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des services publics européens et internationaux

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To: EPO AC Chair

CC: EPO President

OPEN LETTER

Dear Mr Chairman, dear Mr Kratochvíl,

We are addressing this message to you, because USF is worried about the latest developments at the European Patent Office (EPO).

USF is a federation of unions of the EU and international public services and focused on the success and prosperity of European cooperation and the staff that are key to this success by carrying on their shoulders the output of the EPO thanks to their qualification and dedication.

Not so long ago, the EPO appeared frequently in media with several highly embarrassing objections around respect of union rights and universal labour rights. We have not forgotten how busy the Parliamentary Assembly of the Council of Europe was analysing the wrongdoings of the EPO management and the demand forwarded by the European Union Federation EPSU and the largest Dutch public service union AbvaKabo to the Dutch Prime Minister related to breaches of fundamental rights on the Dutch territory, to name just a few testimonies.

We are aware of the many currently open issues at the EPO around excessive production pressure, unfair management of allowances (education allowance), understaffing, growing precariousness and more than thousand individual appeals.

Union Syndicale Service Public Européen – Bruxelles (BE) Union Syndicale Recherche – Ispra (IT) Union Syndicale Recherche – Karlsruhe (DE)
Union Syndicale Recherche – Petten (NL) European Public Service Union Fusion – Bruxelles (BE) Union Syndicale Office Européen des
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Syndicale European Foundation for the Improvement of Living and Working Conditions – Dublin (IE) Union Syndicale European Training
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Work – Bilbao (ES) International and European Public Services Organisation – Frankfurt (DE) Union Syndicale Fédérale – Luxembourg (LU)
European Public Service Union – Cour de Justice – Luxembourg (LU) Gewerkschaft des Deutsch-Französischen Jugendwerks – Paris (FR) /
Berlin (DE) Union Syndicale Eurojust – Den Haag (NL) Union Syndicale Parlement Européen – Bruxelles (BE) / Luxembourg (LU) Union
Syndicale EU Aviation Safety Agency – Köln (DE).

We are now particularly worried about the loss of purchasing power of the staff and the threat of an ongoing loss through an inadequate salary adjustment procedure. It seems that EPO staff also lost purchasing power (up to 6.6%) as compared to the EU Institutions or other international organisations.

USF supports and encourages SUEPO members and the staff of the EPO to closely watch and react to any inadequate future salary adjustment procedure, even more so as the ILOAT has confirmed that union action is available with no limitation to the EPO staff. We are convinced that union action at the EPO, if needed, will benefit the EPO, its users and the public at large just as much as the staff members and foster the EPO's ability to face future challenges.

Yours sincerely,

Nicolas MAVRAGANIS
USF President

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