

Mr Battistelli  
EPO President  
Munich Isar 1081

Office européen des brevets  
European Patent Office  
Europäisches Patentamt

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Central Staff Committee -  
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## Communiqué 36

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Date: 18.09.2013

Dear Mr Battistelli,

You published yesterday evening your 36th Communiqué on the Intranet. We thank you for your invitation to a (postponed) meeting with you on Friday 20 September. You are complaining about the composition of the delegation the Central Staff Committee had decided to send to the meeting originally planned today.

The CSC had appointed a restricted delegation comprising the newly appointed Chairman of the Central Staff Committee (J. Michels), the newly appointed Secretary of the Central Staff Committee (S. Rolle), the local Chairman of the Vienna Staff Committee (J. Schaaf), the Deputy Chairman of The Hague Staff Committee (F. Brévier) in the absence of Mr Areso this week, and one single expert (A. Rosé) to assist the team.

The Chairman and Secretary of the Central Staff Committee are appointed by the CSC for a period of one year, and indeed were nominated afresh during the first meeting of the Central Staff Committee after the summer break which took place on 10-12 September in Munich. The new nominations were duly communicated to you on 13 September.

Several topics which you put on the agenda, i.e. pension matters, contributions to the healthcare insurance system and the collective reward, require the presence of an expert on our side. The Staff Committee has added two agenda points, both important and urgent, namely the quota of promotions and the reinstatement of the salary adjustment procedure. Mr. Rosé is the CSC expert on these topics.

We fail to understand your recent insistence on having only "function holders" attending meetings with you. For more than 30 years, for all your predecessors at the head of the EPO, and for yourself during your two first years of office, this was - rightly - a non issue.

The CSC should continue to be free to choose who is best able to represent Staff interests.

The CSC gladly accepts the invitation on Friday 20 September (agenda points as clarified in our [letter of 17 September](#)). The following delegation will attend the meeting, provided that your administration timely supplies the necessary travel documents to all of them:

Joachim Michels  
Susett Rolle  
Johannes Schaaf  
Iordanes Thanos  
François Brévier  
Alain Rosé

We expect that the following points on the agenda will be dealt with as a matter of priority:

- Withdrawal of threats and disciplinary measures against staff and their representatives,
- Withdrawal of the limitations to the use of email by staff representatives.

We look forward to a meeting with you and the Presidential delegation on Friday 20 September, at 9:00 hrs in Munich.

Sincerely,



Joachim Michels  
Chairman of the Central Staff Committee

It would help us a lot if, whenever addressing the (Chairman of) the Central Staff Committee in emails or meeting-notices, you could copy the note/invitation also to **CentralSTCOM@epo.org**. Thank you very much in advance for your assistance.