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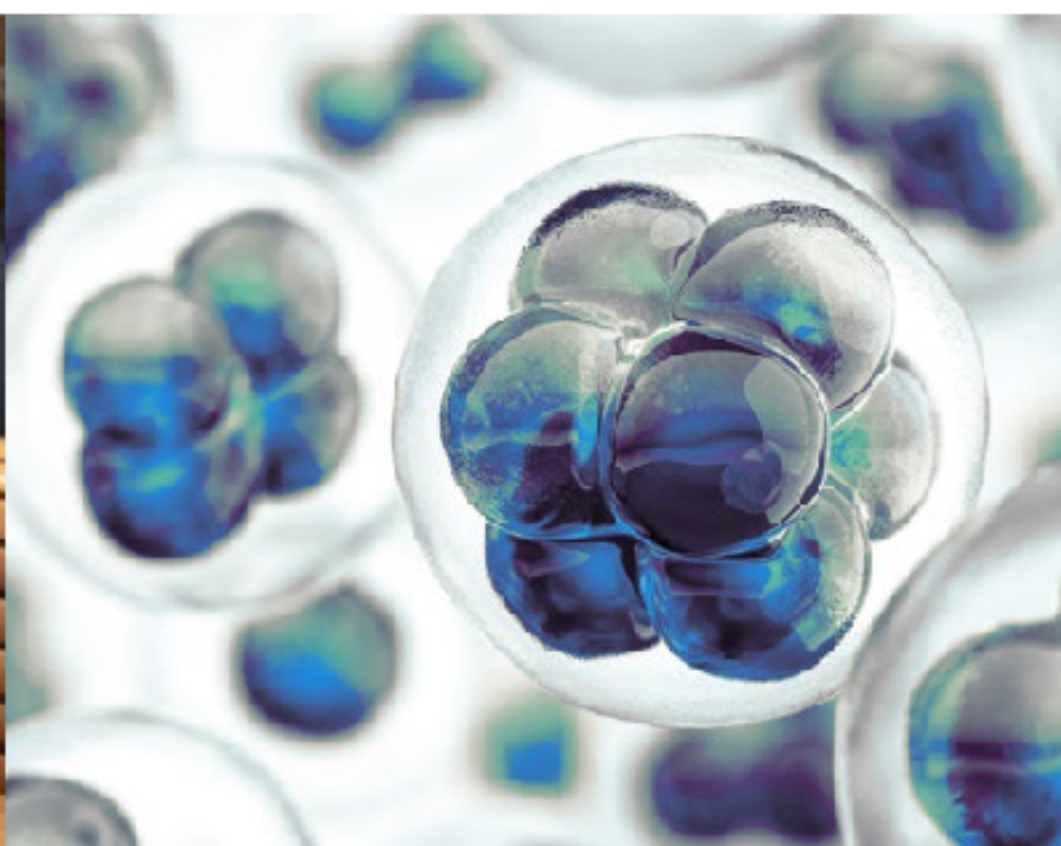
sc22011mp

Your salary in the new SAP

*These are the slides as presented by the Local Staff Committee of Munich
in a General Assembly of all Staff in Munich on May 18th, 2022*



Staff Committee



General Assembly of Staff Representation



18-05-2022



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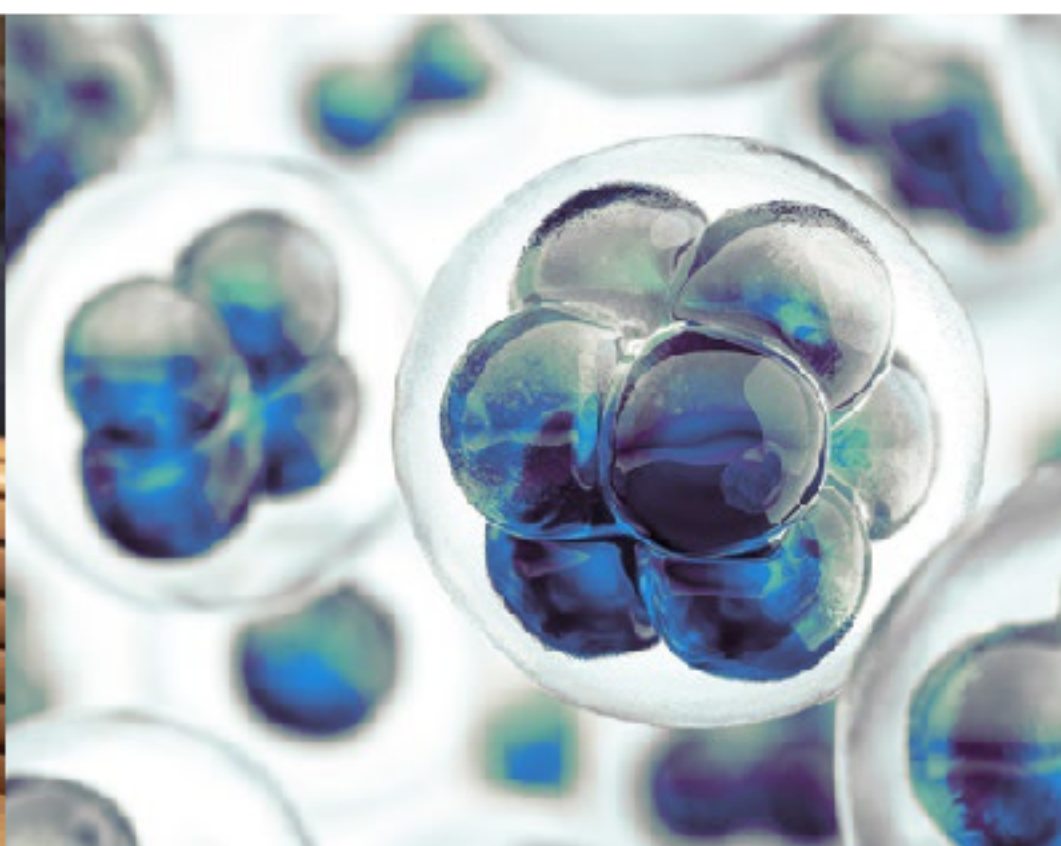
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Your salary in the new SAP

Questions via sli.do using # **4648 108**



Staff Committee



General Assembly of Staff Representation



18-05-2022

Your current monthly basic salary is 18% lower than it should be.

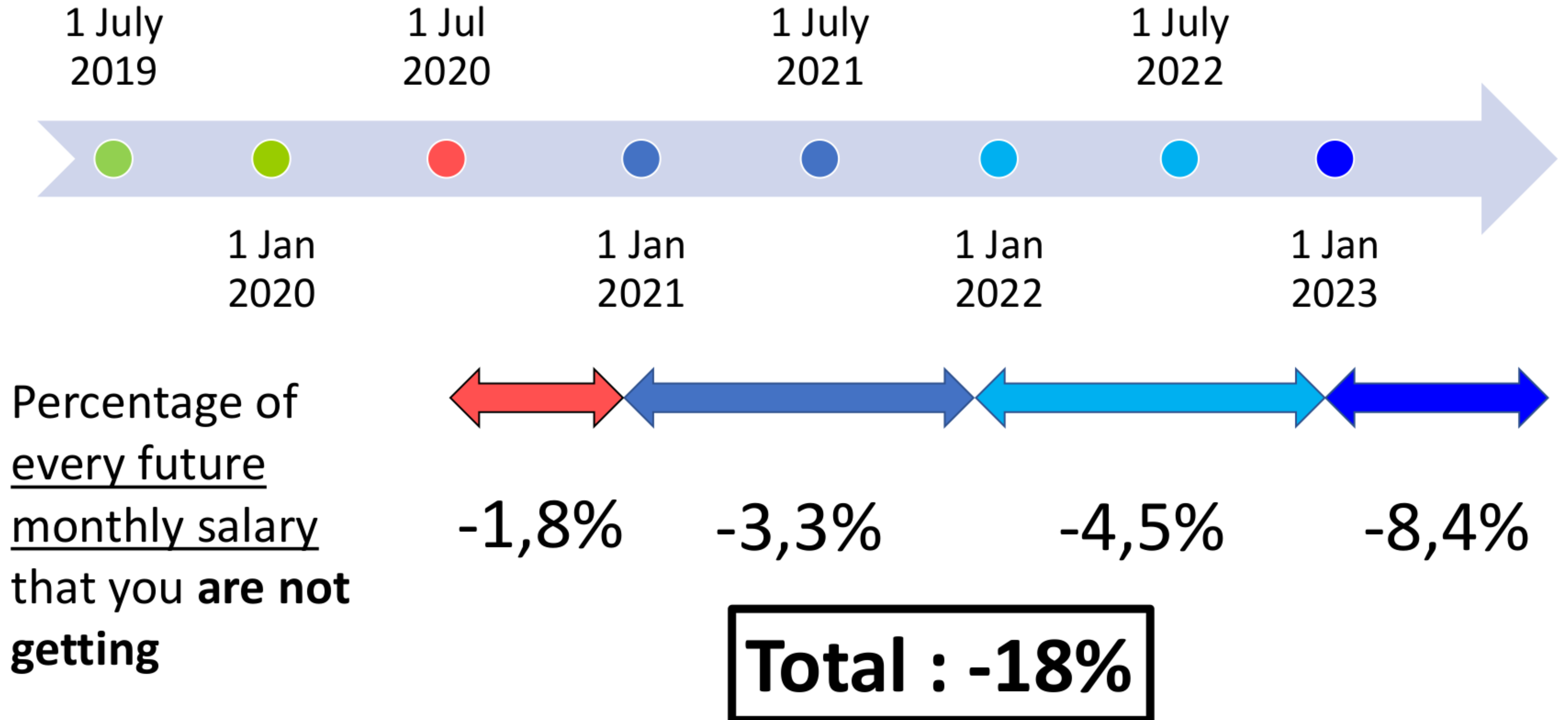
Each month you are NOT getting on your basic salary:

950 EUR if you are in grade G5(5)

1462 EUR if you are in grade G9(5)

2431 EUR if you are in grade G13(5)

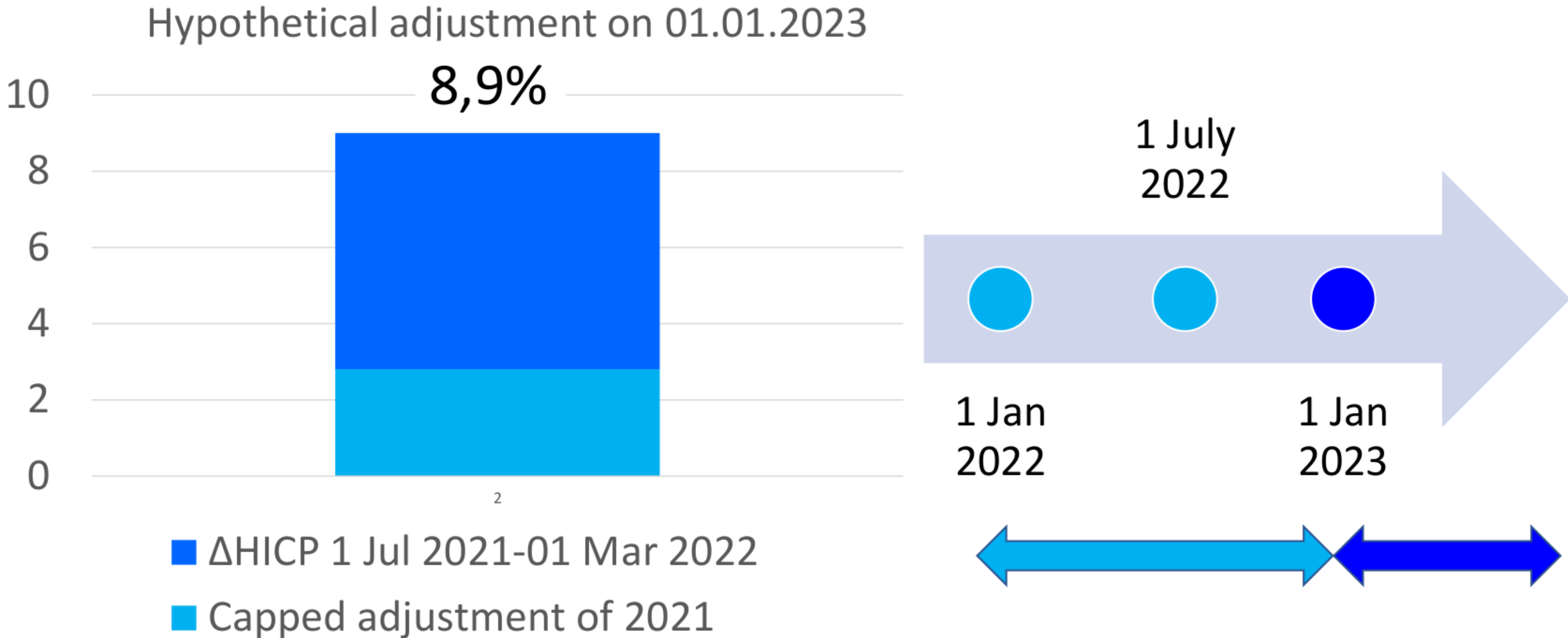
Erosion of your salary over time



Percentage of every future monthly salary that you **are not getting**

Total : -18%

EPO forecast: intranet announcement 04.05.2022



That is $18\% - 8,9\% = 9,1\%$ permanent monthly salary loss as of 01.01.2023

Expected outcome of the adjustment on the 01.01.2023

Out of the 18% that is missing in your monthly salary 9,1% will not be adjusted.

\Leftrightarrow 9,1% of monthly salary is lost permanently.

You got 0,5% adjustment in 42 months.

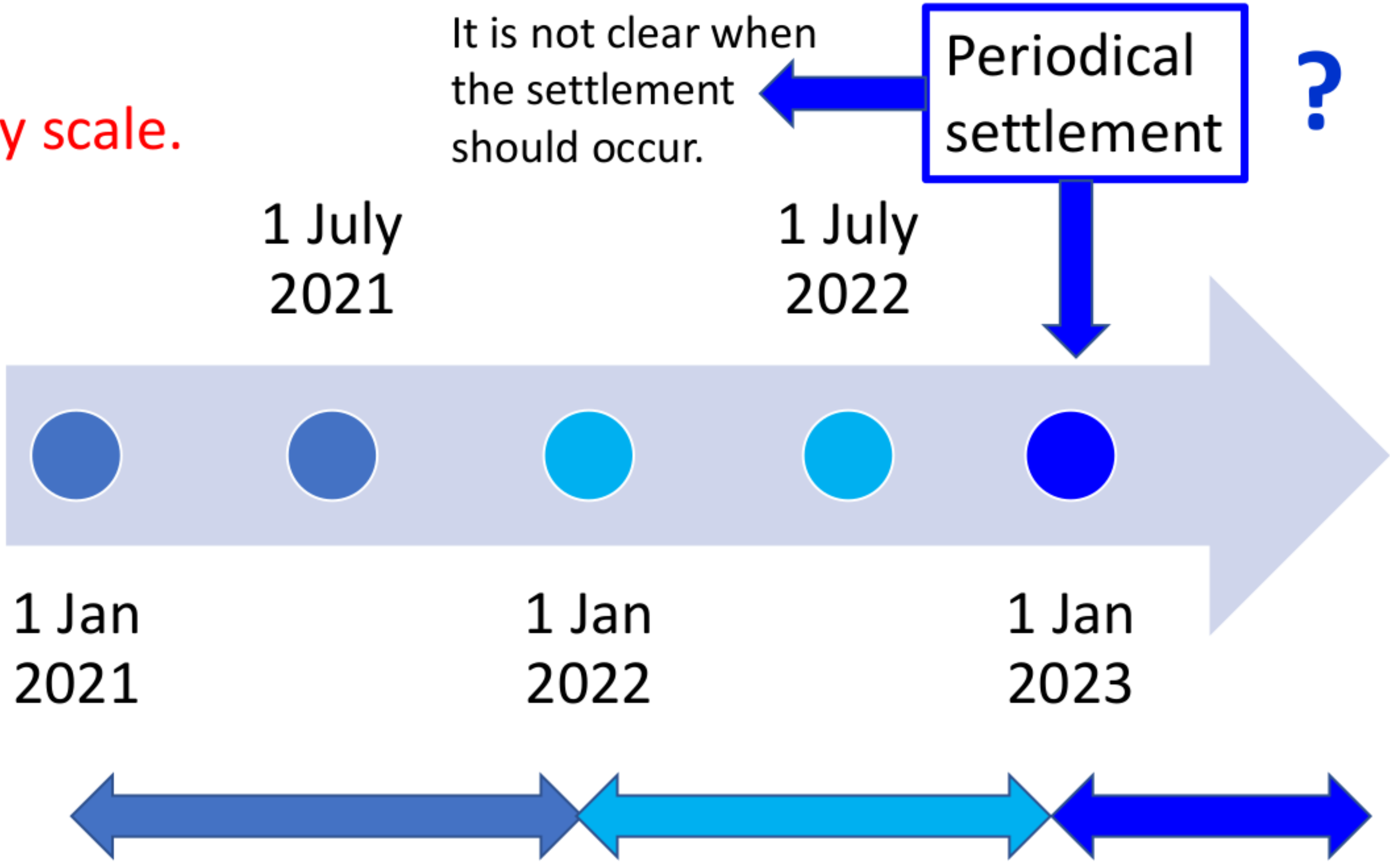
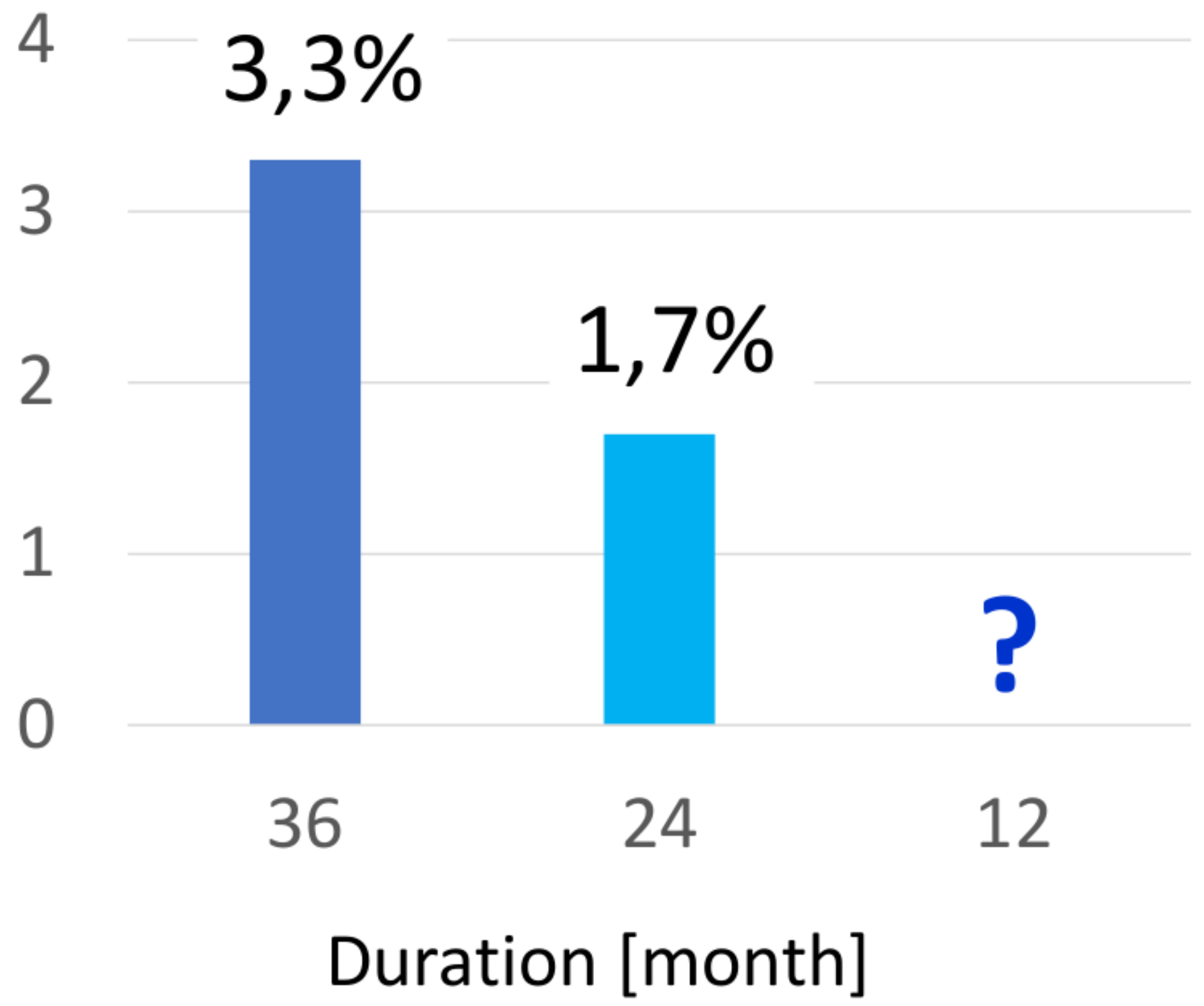
The compounding of losses over time

- Every three years there will be a settled loss of a few %.
- Every new loss will multiply with the previous losses.
- Had the new SAP been applied over the last 14 years (since 2008) how much lower would today's salary be?

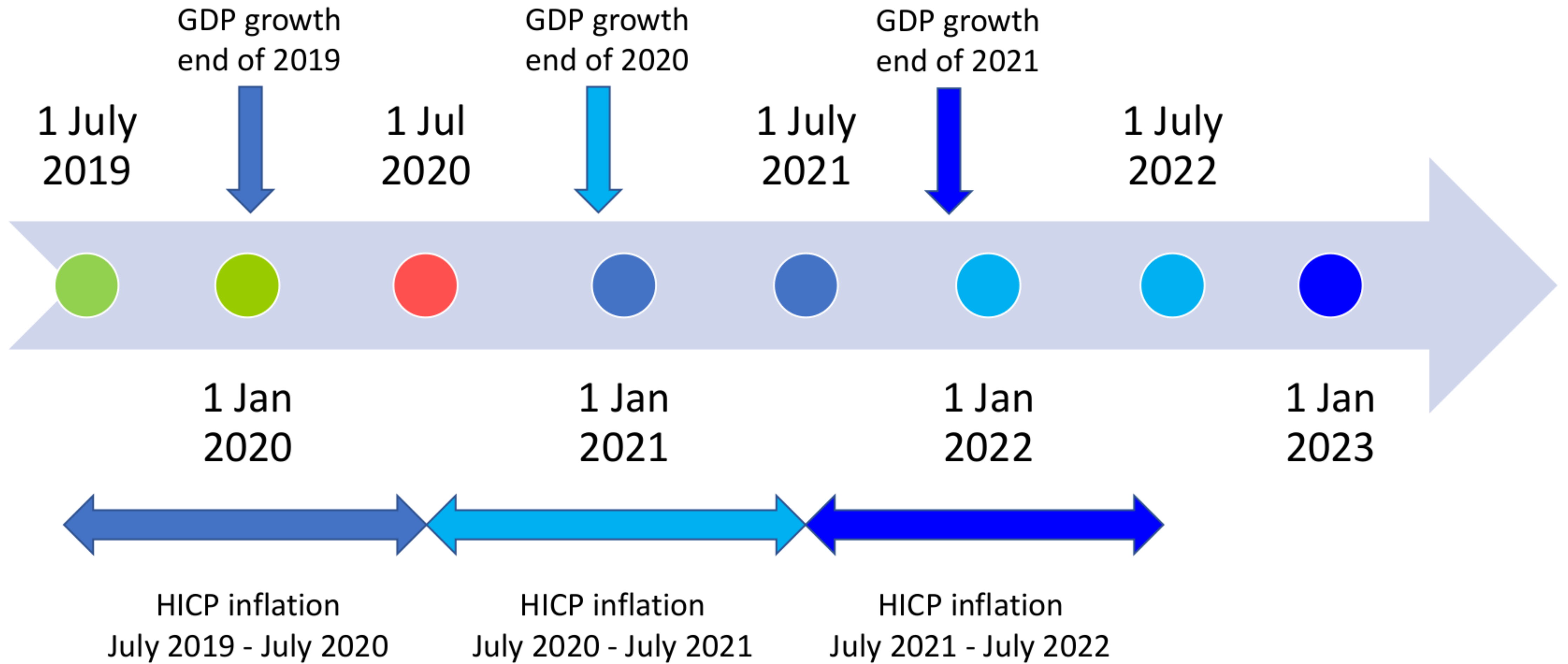
28% lower.

Lump sum settlement on the 01.01.2023 ?

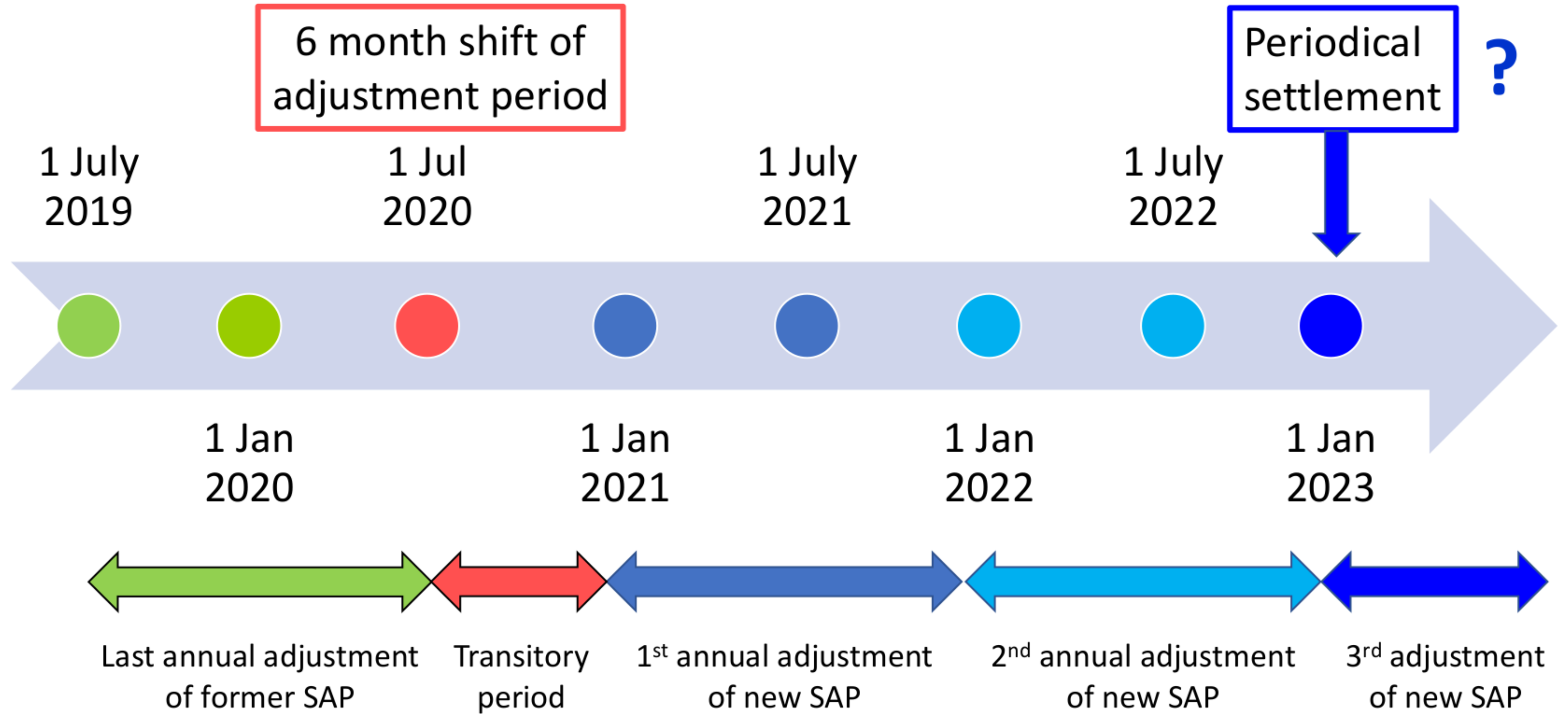
A lump sum is a one-off payment.
It is NOT an adjustment of the salary scale.



Timeline: reference period for an adjustment



Timeline: application period of an adjustment



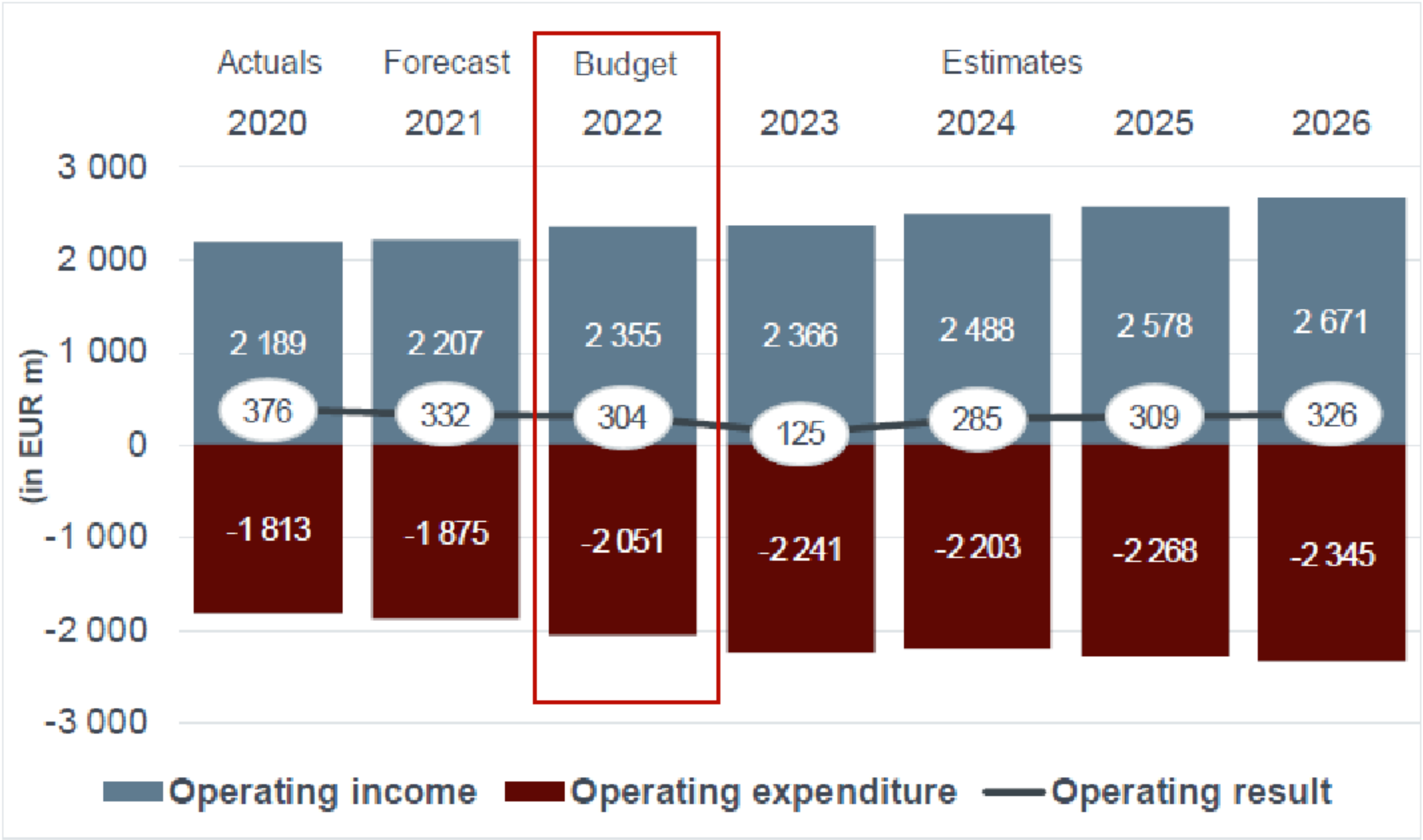
The meaning of the lump sum

- It indemnifies staff for some of the losses caused by applying the capping mechanism over three years.
- This is a significant amount that you will **NEVER** get in the future **ANYMORE**.
- This is where savings are made on your future salary.
- The higher the lump sum, the more you **lose** !

Are savings on staff salaries justified? No.

Budget operating result

CA/D 1/21

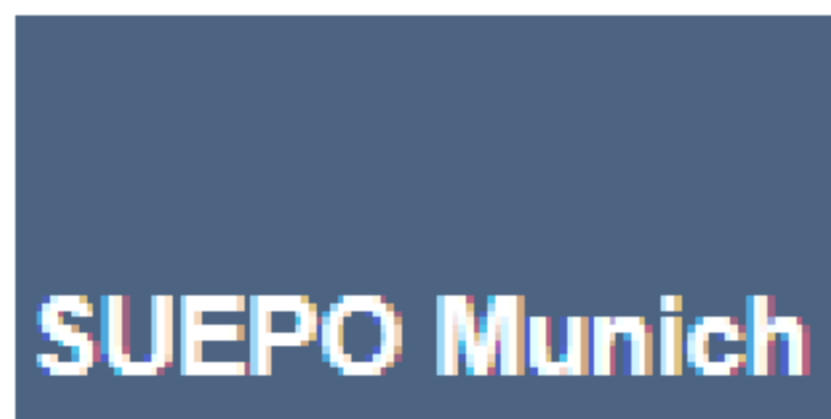


Conclusion : your salary is
being severely eroded.

Question : What are you willing
to do against that?

Petition open on SUEPO Website

- SUEPO members have received yesterday by email the link to the petition.
- Of course, **non-SUEPO members** are also invited to participate in the petition. To do so, **EPO employees** (non-members) can send an e-mail with their **private e-mail address** and place of employment to petition.suepo.org .
- More information can be found here



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Disclaimer: this presentation is not an endorsement of any part of the new SAP, as legal challenges have been raised against all adjustments since 01.07.2020.

