

European Patent Office | 80298 MUNICH | GERMANY

Mr António Campinos  
President of the EPO

ISAR – Room 1081

European Patent Office  
80298 Munich  
Germany

Central Staff Committee  
Comité central du personnel  
Zentraler Personalausschuss

Tel. +49 -89- 2399 - 4355  
+43 -1-52126 - 305  
+49 -30-25901 - 800  
+31 -70-340 - 2028

centralSTCOM@epo.org

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## OPEN LETTER

### Your Invitation for discussions with management

Dear Mr President,

We refer to your letter dated 4 November 2019, inviting us to participate in discussions on the “financial study” and the consequent measures proposed unilaterally by management.

We regret that, until now, Staff Representation has been entirely absent from discussions in both the first phase of the financial study, when the initial assumptions were made, and the second phase, when management identified the so-called levers.

The high levels of participation by staff in general assemblies and demonstrations, as well as the strong [mandate](#) given to Staff Representation, indicate that both staff and other stakeholders (i.e. the [pensioners association](#) and the [actuaries](#) paid by the EPO) are not convinced that the assumptions in the financial study are realistic, or that scenario “Base 2 – Economic Cycle”, which has been chosen by management, is appropriate. Staff has particularly been shocked by the last-minute addition of an arbitrary €2 billion buffer popping up after the summer break. The feedback from staff pouring into their line managers further confirms the above. The financial study in its current form therefore cannot be a proper basis for starting discussions.

Staff expects its management to put in place a fee policy – in accordance with Articles 39, 40 and 42 EPC – that sustains the proper functioning of a European Patent Office able to grant patents with a high presumption of validity. It also expects a staff policy that allows the EPO to attract and retain the best employees so that this task can be fulfilled properly and respectfully.

European Patent Office  
Bayerstr. 34  
80335 Munich  
Germany

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Despite the aforementioned failures by you and your services to meaningfully involve Staff Representation so far, we are now ready to enter into discussions with an open mind. Our aim is to reach agreement on various issues, such as how to amend the devastating career reform introduced by your predecessor, how to fix the salary adjustment procedure which must be reviewed before June next year, and how to find an appropriate fee policy.

We are convinced that it should be possible to work together to define and agree the best measures to be implemented for the benefit of all staff, the European Patent Office and the European society at large.

We have appointed the following representative team to enter these discussions:

**Full members:**

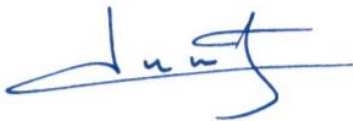
Alain Dumont,  
Alain Rosé,  
Claudia Lopes,  
Joachim Michels,  
Josef Roider,  
Michael Sampels;

**Deputy members:**

Jesús Areso y Salinas,  
Thomas Franchitti.

We expect management to provide full access to information we require for these discussions, and to consider seriously the proposals that have already been made by Staff Representation and the further proposals that we will make in due time.

Yours sincerely,



Alain Dumont  
Acting Chairman of the Central Staff Committee