



8 February 2022
su22008cp – 0.2.1/0.3.2

ACTION PLAN SUEPO

NOTING THAT:

- A series of ILOAT judgements¹ have ruled that the EPO violated both individual and collective rights of staff to freedom of association since 2013;
- The EPO internal justice system proved to be inefficient and biased against staff by wrongly supporting the EPO's position;
- Under these conditions staff has been subjected to several major reforms (salary adjustment procedure, etc.) detrimental to working conditions and staff's well-being without meaningful consultation of Staff Representation or negotiation with SUEPO;
- The EPO has no current financial difficulties and an alleged "coverage gap" predicted for 2038², has already been filled today;
- The new salary adjustment procedure causes a disastrous loss of staff's purchasing power and does not reflect the massive efforts made by EPO staff during the pandemic.

DEMANDS THAT THE ADMINISTRATION

- Revises the EPO Service Regulations so that they comply with fundamental rights and the principles of legitimate expectations and acquired rights and respect the terms of appointment of staff;
- Restores a deterministic career system including at least a seniority-based advancement along the standards of International Organisations and respecting the rights and legitimate expectations of EPO staff;
- Suspend the implementation of the "exception clause" and the "sustainability clause" of the new salary adjustment method with retroactive effect from 01.07.2019; and
- Reviews and eliminates the detrimental effects of the Education Reform.

¹ ILOAT "strike judgments" [4430](#), [4432-4435](#) and "social democracy" judgment [4482](#), all confirming SUEPO's position

² https://www.epo.org/modules/epoweb/acdocument/epoweb2/377/en/CA-46-19_en.pdf and https://www.epo.org/modules/epoweb/acdocument/epoweb2/429/en/CA-84-19_en.pdf

The four local SUEPO sections mandate the Central Bureau of SUEPO to call for the following forms of industrial action for supporting the demands, upon approval by the SUEPO members:

- Work to Rule/Go Slow³:
 - Everybody applies strictly their relevant specific working instructions and the working time arrangements; no overtime
 - All colleagues involved in the search process and patent grant procedure shall
 - Focus on search actions;
 - Apply thoroughly the EPC, case law and internal instructions, particularly when granting patents;
 - Object reshuffling of Divisions and redistribution of your stock. Request a written confirmation if it happens; and
 - Defend against interference with the Divisions;

and

- Strike: A one-day strike shall take place on 22 March 2022, to coincide with the next meeting of the Administrative Council.

These forms of industrial action are called to take place concurrently, until further notice by SUEPO.

SUEPO is ready to call for enhanced industrial action, if it is judged after a reasonable time that no substantive progress in meeting the aforementioned demands has been made.

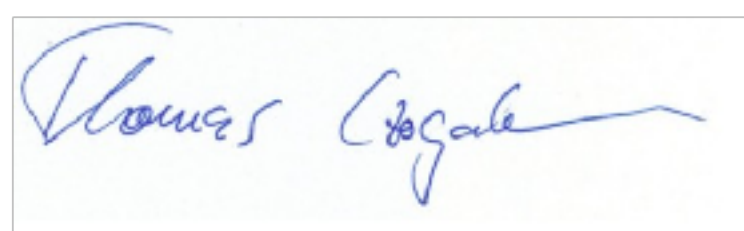
Date: 08.02.2022



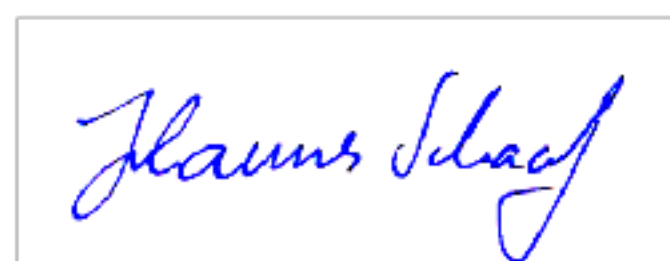
C. Lopes
Chair of SUEPO The Hague



I. Brumme
Chair of SUEPO Munich



T. Czogalla
Chair of SUEPO Berlin



J. Schaaf
Chair of SUEPO Vienna

³ expression according to ILOAT [Judgement 4430](#), reasons 16(i);

Read the explanations of the industrial action in [English](#) and [German](#) here.

PROPOSAL SUEPO ACTION CALENDAR

08.02.2022

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
	7	8	9	10 EXTRAORDINARY GENERAL ASSEMBLY SUEPO VI	11 EXTRAORDINARY GENERAL ASSEMBLIES SUEPO TH SUEPO BE	12	13
FEBRUARY 2022	14 EXTRAORDINARY GENERAL ASSEMBLY SUEPO MU	15 BALLOT ON CALL FOR ACTION	16 BALLOT ON CALL FOR ACTION	17 BALLOT ON CALL FOR ACTION BOARD 28	18 BALLOT END	19	20
	21 WORK-TO-RULE / GO-SLOW	22 WORK-TO-RULE / GO-SLOW	23 WORK-TO-RULE / GO-SLOW	24 WORK-TO-RULE / GO-SLOW	25 WORK-TO-RULE / GO-SLOW	26	27
	28 WORK-TO-RULE / GO-SLOW	1 WORK-TO-RULE / GO-SLOW	2 WORK-TO-RULE / GO-SLOW	3 WORK-TO-RULE / GO-SLOW	4 WORK-TO-RULE / GO-SLOW	5	6
	7 WORK-TO-RULE / GO-SLOW	8 WORK-TO-RULE / GO-SLOW	9 WORK-TO-RULE / GO-SLOW	10 WORK-TO-RULE / GO-SLOW	11 WORK-TO-RULE / GO-SLOW	12	13
MARCH 2022	14 WORK-TO-RULE / GO-SLOW	15 WORK-TO-RULE / GO-SLOW	16 WORK-TO-RULE / GO-SLOW	17 WORK-TO-RULE / GO-SLOW	18 WORK-TO-RULE / GO-SLOW	19	20
	21 WORK-TO-RULE / GO-SLOW	22 STRIKE ADMINISTRATIVE COUNCIL	23 WORK-TO-RULE / GO-SLOW	24 WORK-TO-RULE / GO-SLOW	25 WORK-TO-RULE / GO-SLOW	26	27
	28 WORK-TO-RULE / GO-SLOW	29 WORK-TO-RULE / GO-SLOW	30 WORK-TO-RULE / GO-SLOW	31 WORK-TO-RULE / GO-SLOW	1 WORK-TO-RULE / GO-SLOW	2	3
	4 WORK-TO-RULE / GO-SLOW	5 WORK-TO-RULE / GO-SLOW	6 WORK-TO-RULE / GO-SLOW	7 WORK-TO-RULE / GO-SLOW	8 WORK-TO-RULE / GO-SLOW	9	10
APRIL 2022	11 WORK-TO-RULE / GO-SLOW	12 WORK-TO-RULE / GO-SLOW	13 WORK-TO-RULE / GO-SLOW	14 WORK-TO-RULE / GO-SLOW	15 WORK-TO-RULE / GO-SLOW	16	17
	18 WORK-TO-RULE / GO-SLOW	19 WORK-TO-RULE / GO-SLOW	20 WORK-TO-RULE / GO-SLOW	21 WORK-TO-RULE / GO-SLOW	22 WORK-TO-RULE / GO-SLOW	23	24
	25 WORK-TO-RULE / GO-SLOW	26 WORK-TO-RULE / GO-SLOW	27 WORK-TO-RULE / GO-SLOW	28 WORK-TO-RULE / GO-SLOW	29 WORK-TO-RULE / GO-SLOW	30	1
	2 WORK-TO-RULE / GO-SLOW	3 WORK-TO-RULE / GO-SLOW	4 WORK-TO-RULE / GO-SLOW	5 WORK-TO-RULE / GO-SLOW	6 WORK-TO-RULE / GO-SLOW	7	8
MAY 2022	9 WORK-TO-RULE / GO-SLOW	10 WORK-TO-RULE / GO-SLOW	11 WORK-TO-RULE / GO-SLOW	12 WORK-TO-RULE / GO-SLOW	13 WORK-TO-RULE / GO-SLOW	14	15
	16 WORK-TO-RULE / GO-SLOW	17 WORK-TO-RULE / GO-SLOW	18 WORK-TO-RULE / GO-SLOW	19 WORK-TO-RULE / GO-SLOW	20 WORK-TO-RULE / GO-SLOW	21	22
	23 WORK-TO-RULE / GO-SLOW	24 WORK-TO-RULE / GO-SLOW BFC	25 WORK-TO-RULE / GO-SLOW BOARD 28	26 WORK-TO-RULE / GO-SLOW	27 WORK-TO-RULE / GO-SLOW	28	29
	30 WORK-TO-RULE / GO-SLOW	31 WORK-TO-RULE / GO-SLOW	1 WORK-TO-RULE / GO-SLOW	2 WORK-TO-RULE / GO-SLOW	3 WORK-TO-RULE / GO-SLOW	4	5
	6 WORK-TO-RULE / GO-SLOW	7 WORK-TO-RULE / GO-SLOW	8 WORK-TO-RULE / GO-SLOW	9 WORK-TO-RULE / GO-SLOW	10 WORK-TO-RULE / GO-SLOW	11	12
JUNE 2022	13 WORK-TO-RULE / GO-SLOW	14 WORK-TO-RULE / GO-SLOW	15 WORK-TO-RULE / GO-SLOW	16 WORK-TO-RULE / GO-SLOW	17 WORK-TO-RULE / GO-SLOW	18	19
	20 WORK-TO-RULE / GO-SLOW	21 WORK-TO-RULE / GO-SLOW	22 WORK-TO-RULE / GO-SLOW	23 WORK-TO-RULE / GO-SLOW	24 WORK-TO-RULE / GO-SLOW	25	26
	27 WORK-TO-RULE / GO-SLOW	28 WORK-TO-RULE / GO-SLOW	29 WORK-TO-RULE / GO-SLOW ADMINISTRATIVE COUNCIL	30 WORK-TO-RULE / GO-SLOW ADMINISTRATIVE COUNCIL	1	2	3