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Unlawful provisions in the Service Regulations

The Service Regulations are still full of unlawful regulations from the previous administration. A thorough revision is urgent.

An example are the articles regulating sick leave (Art. 62, Art. 62a and Art. 62b). In Art. 62a (7) it is implied that 1h/day of sick leave is equivalent to a full day of sick leave. This has tremendous consequences for all of us.

Colleagues recovering from a long-term disease, hospital treatment or recovering from an accident can find themselves with a salary reduction of 10% if their cumulative sick leave days go beyond 125 days and 30% salary reduction if the cumulative sick leave days go beyond 250 days.

For example, if a colleague has a medical surgery in the Hospital that results in 1 month of full day absence in sick leave followed by 6 months of partial day sick leave until full recovery, i.e., full-time working schedule, then this colleague will reach 125 days of sick leave over a period of 18 months. After reaching this limit of 125 days of sick leave the salary will suffer a reduction of 10%.

In order to escape the reduction of salary, the colleague must be without a single day of sick leave for a period of 18 months.

If the colleague has had the need to stay in sick leave for over 250 days in a period of 36 months, then the salary deduction will be 30%.

All of this means that, should any of us have the misfortune of one day becoming seriously ill or simply having a bad accident, we can find ourselves punished in our salary for having been seriously sick and then trapped to get out of the salary deduction situation.

Revision of the Service Regulations is urgent so as to finally align the EPO rules to the standards expected of international organisations.

EPO Staff had to wait 8 years to hear from the ILOAT that the Strike Regulations were in breach of our fundamental Human Rights. We cannot wait any more to have a court dismiss regulations that we all can see are abusive and penalizing to all of us.

This Strike has as one of its demands the amendment of Service Regulations to remove and correct these shameful regulations.

Please help yourself and make your voice heard,

Strike on the 22nd March!