



24 March 2022  
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## SUEPO action of 22 March 2022 A striking success

*Highest result since 2016 even during the pandemic*

Over the year 2021, EPO staff has shown again to be resilient. The Covid-19 pandemic continued to change our work and our family life. EPO staff worked well and deserve to be thanked for their efforts. Instead of rewarding staff at a time when increases in costs of living are historically highly, Mr Campinos has decided to freeze the salaries of all staff and to deprive at least 40% of them of any career progression.

On 22 March 2022, according to the unsigned Intranet [Communiqué](#)<sup>1</sup> publishing the figures, **1.514 employees** representing **24,45% of all staff** participated in the strike, including 28,63% of staff in The Hague, 20% of staff in Munich, 46,94% of staff in Berlin, and 35,71% of staff in Vienna. It is the highest result of an industrial action since 2016 and even better than the [strike](#)<sup>2</sup> of 15 December 2020<sup>3</sup>. It is a clear signal to Mr Campinos that there is room for improvement in terms of social peace.

In addition, strike registration was made difficult and remains unreliable. The registration [tool](#) showed an error message already on Friday which led many colleagues to simply discard it and only send an email to their line manager. However, team managers did not know how to register their team members or could not do it on time. Some colleagues who managed to register last Friday with the tool, found out on Monday that their registration had disappeared. **The HR Department confirmed that only the registrations entered via the tool were taken into account for counting the participation.** Finally, neither the unions nor the staff committees have access to the raw data, and there is no independent observer.

When putting the figures into perspective, even based on these unreliable and incomplete data, we count that **at least 40% of non-managerial available staff**<sup>4</sup> went on strike.

In its [announcement](#), management could not refrain from commenting that *“[d]espite the strike, our Office's production remained strong: in the course of the day 1.357 products were finalised. Thank you to all those whose efforts yesterday contributed to this impressive performance in our production.”*

<sup>1</sup> “Strike action on 22 March”, Intranet [Communiqué](#) of 23 March 2022

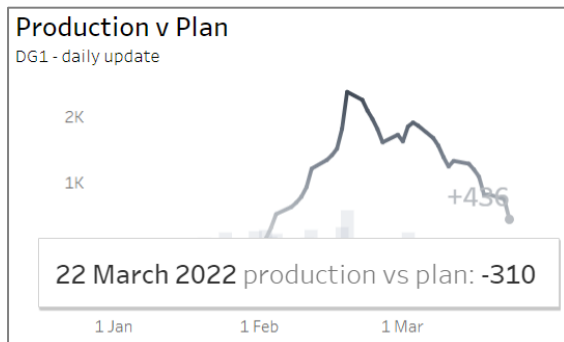
<sup>2</sup> “Strike action on 15 December”, Intranet [Communiqué](#) of 16 December 2020: 1.448 employees representing 22,6% of all staff

<sup>3</sup> “2020, a striking year”, CSC paper of 18 December 2020 ([sc20191cp](#))

<sup>4</sup> Team managers and above explicitly asked to be “loyal” (10% of staff), colleagues on fixed-term contracts (about 5% of staff), colleagues on sick leave (a current average of 5% of staff), colleagues on annual leave and other forms of leave like maternity, home and family (around 15% of staff), colleagues who were requisitioned or similar (about 5% of staff).

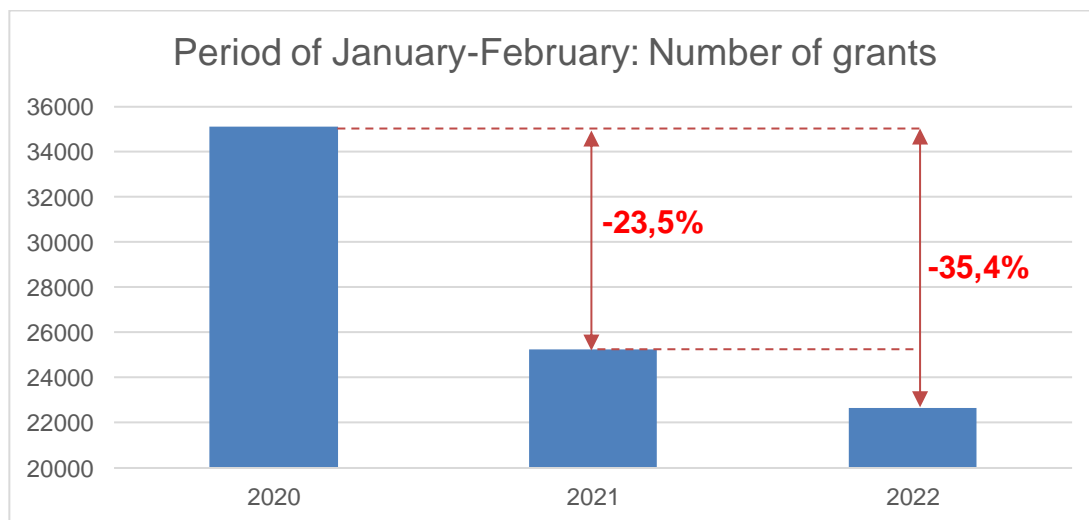
First, such a statement is disrespectful for the concerns of EPO employees who exercised their legal right to strike. It is also an attempt to divide our colleagues by sowing discord and friction among them.

Second, a drop in production of **-19% below plan**<sup>5</sup> is actually shown in the [Holistic Dashboard](#):



It is hence far below the “*impressive performance*” alleged by management.

Currently, a general drop in production is taking place at a time [Work-to-Rule](#) actions are going on:



Source: [DG1 Management Dashboard](#)

In the Administrative Council meeting which took place during the day of strike, management carefully avoided to officially communicate on the drop in production figures but cannot hide the reality for long. Mr Campinos even provocatively stated that staff who did not go on strike actually showed that they supported his salary adjustment procedure.

As long as Mr Campinos stays in denial mode and does not solve the issues raised in the [action plan](#), SUEPO calls for a continuation of the [Work-to-Rule](#) actions.

***Thank you for your support. Together we are stronger.  
Actions continue!***

SUEPO Central

<sup>5</sup> A -310 drop in production leading to 1.357 products represents  $(310 / (1.357+310)) = 0,19$