



22 June 2022
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To the Chairperson
and to the Heads of Delegation of the
Administrative Council of the
European Patent Organisation

Open Letter on P E T I T I O N

To the members of the Administrative Council of the EPO Request for an extraordinary adjustment of the salaries in July 2022

Dear Mr Chairperson,
dear Heads of Delegation,

Inflation is at an all-time high in Europe. The trend stays worrying upwards, with no visible signs of a stabilization. In Europe, the macro-economic prognosis points to a long-term inflation and economic stagnation. Double digit inflation figures will become common.

The Coordinated Organisations (COs) proposed in June 2022 an interim adjustment for their staff of +7% retroactive to 1 March 2022. The European Union (EU) will apply also an interim adjustment of +2.4% retroactively to 1 January 2022.

EPO staff expects in these extraordinary economic circumstances that extraordinary measures are taken also by the EPO administration.

Therefore, we call on you to take the **2120 signatures** collected with this petition as a request to proceed with an extraordinary adjustment of the salaries in July 2022.

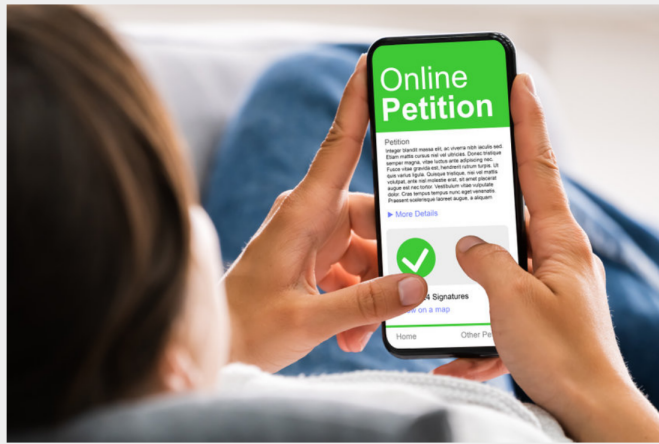
The texts of the petitions can be found in the annexes.

Yours sincerely,

Thomas Czogalla
Acting Chairperson SUEPO Central

copy: President of the EPO, A. Campinos

Attachments: Petition texts



SUEPO is deeply concerned about the impact of inflation on EPO staff and families.

In view of an annual inflation amounting to 11.7% in The Netherlands we hereby request an extraordinary salary adjustment in July 2022.

Please sign the petition* for an urgent extraordinary salary adjustment.

1. If you are a SUEPO member you have received in your private email already the link to participate in the petition.
2. If you are an employee or a former employee of the EPO, but not a SUEPO member, you are also invited to participate in the petition. To do so please click on the link below to participate in the petition:

<https://survey.suepo.org/index.php/763916?lang=en>

* In order to protect your identity, the petition is anonymous.

Dear colleagues,

Inflation is at an all-time high since the euro was launched in 1997. The inflation index published on 29 April 2022 by Eurostat for March 2022 is 7.4% for the Eurozone and 11.7% for The Netherlands when compared with prices a year before on March 2021.

The trend stays worrying upwards, with no visible signs of a stabilisation, let alone a clear downward trend. In Europe, the macro-economic prognosis points to a long-term inflation and economic stagnation. Double digit inflation figures will become common.

All of us are now faced with increased costs^[1]: energy (44%), medical expenses, school expenses, transportation, housing, all basic needs.

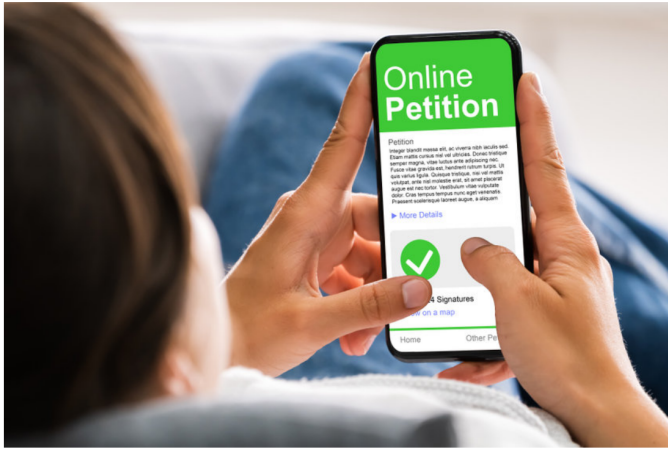
The school costs in particular, aggravated by the recent Education and Childcare reform, are impacting EPO staff parents more harshly. Additionally, to the impact of increased childcare costs since January 2022, as from August/September 2022 when further transitional measures are finished, the full weight of the indirect costs (like afterschool care and transportation) will be felt by our colleagues with children.

Without an extraordinary adjustment to our salaries, EPO staff, in particular at the lower grades and/or with large families, are going to have difficulties complying with their liabilities in the coming months. Staff expects in these extraordinary economic circumstances that extraordinary measures are taken by the EPO administration.

SUEPO requests that the administration proceeds with an extraordinary adjustment of the salaries in July 2022 to smoothen the huge impact of the inflation on EPO staff and families.

Yours sincerely,
SUEPO Committee TH - LBDH

[1] Eurostat Link: <https://ec.europa.eu/eurostat/documents/2995521/14497757/2-29042022-AP-EN.pdf/664dc8bd-4460-46f6-69ea-04c1763abd28?t=1651154566195>



Non-SUEPO members are also invited to participate in the petition.

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<https://survey.suepo.org/index.php/414262?lang=en>

Dear colleagues,

In 2019, the EPO orchestrated a flawed Financial Study together with Oliver Wyman & Mercer. The President selected a base-2 scenario which **foresaw deflation** and an overall deficit of €3.8bn by 2038, and added a €2bn arbitrary "buffer" for closing the alleged "gap".

In May 2020, SUEPO mandated Ernst & Young to perform an **analysis**. Comparing the key assumptions of the 2019 study with those of other EPO documents, Ernst & Young found that the 2019 study consistently took an overly conservative approach. It was clear that the EPO had no deficit.

In spite of this evidence, the President put in place as of July 2020 a new salary adjustment procedure aimed at closing the alleged "gap" and which cuts staff purchasing power. Instead of the alleged deflation, **inflation materialized at the historical level of +9,1%** in Germany^[1] since then. At the same time, **EPO salaries were adjusted by only +0,5%**.

Over the same period, the EPO saved on liabilities and increased its assets in the treasury fund and the pension reserve fund. Within only 2 years, the new salary adjustment procedure saved €1,33bn of the €2bn planned to be saved over 20 years. At the end of 2021 the actual budget surplus came to €385.7m, 10.6% better than 2020, and significantly above the budget figure of €214.8m.^[2]

The generated savings are currently not managed by staff. Staff has no say in the supervision of the treasury fund of the EPO and there is currently no mechanism to make cash payouts out of the pension reserve fund.

In view of the excellent performance of the EPO, staff should be thanked for their effort instead of having a historical loss of purchasing power. This situation is neither justified nor sustainable. For the above reasons:

SUEPO Munich requests an extraordinary salary adjustment to be applied as of 1 July 2022.

Please sign the petition ! We need your support !

SUEPO Munich

[1] Harmonised Index of Consumer Prices (HICP) for Germany since July 2020 (Statistisches Bundesamt & Eurostat 116.1 / 106.4 = 1,091)

[2] CA/10/22 page 27/82



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<https://survey.suepo.org/index.php/299726?lang=en>

SUEPO is deeply concerned about the impact of inflation on EPO staff and families.

In view of an annual inflation amounting to 7,6% in Germany we hereby request an extraordinary salary adjustment in July 2022.

Please sign the petition* for an urgent extraordinary salary adjustment.

* In order to protect your identity, the petition is anonymous

Dear colleagues,

Inflation is at an all-time high since the euro was launched in 1997. The inflation index published by Eurostat for March 2022 is up to 7.5% for the Eurozone and 7.6% for Germany when compared with prices a year before on March 2021. And still growing.

The trend stays worrying upwards, with no visible signs of a stabilisation, let alone a downward trend. In Europe, the macro-economic prognosis points to a long-term inflation and economic stagnation. Double digit inflation figures will become common.

All of us are now faced with increased costs^[1]: energy (44%), medical expenses, school expenses, transportation, housing, all basic needs.

The school costs in particular, aggravated by the recent Education and Childcare reform, are impacting EPO staff parents more harshly. Additionally, to the impact of increased childcare costs since January 2022, as from August/September 2022 when further transitional measures are finished, the full weight of the indirect costs (like afterschool care and transportation) will be felt by our colleagues with children.

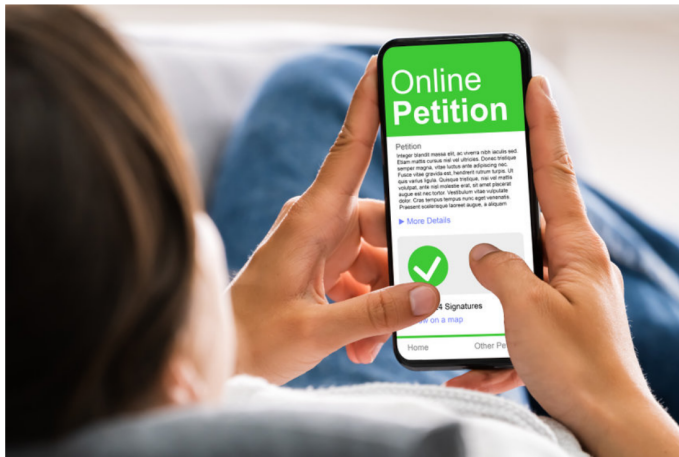
Without an extraordinary adjustment to our salaries, EPO staff, in particular at the lower grades and/or with large families, are going to have difficulties complying with their liabilities in the coming months.

Staff expects in these extraordinary economic circumstances that extraordinary measures are taken by the EPO administration.

SUEPO requests that the administration proceeds with an extraordinary adjustment of the salaries in July 2022 to smoothen the huge impact of the inflation on EPO staff and families.

Kind regards,

Your SUEPO Committee Berlin



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<https://survey.suepo.org/index.php/775754?lang=en>

Dear colleagues,

In 2019, the EPO orchestrated a flawed Financial Study together with Oliver Wyman & Mercer. The President selected a base-2 scenario which **foresaw deflation** and an overall deficit of €3.8bn by 2038, and added a €2bn arbitrary "buffer" for closing the alleged "gap".

In May 2020, SUEPO mandated Ernst & Young to perform an **analysis**. Comparing the key assumptions of the 2019 study with those of other EPO documents, Ernst & Young found that the 2019 study consistently took an overly conservative approach. It was clear that the EPO had no deficit.

In spite of this evidence, the President put in place as of July 2020 a new salary adjustment procedure aimed at closing the alleged "gap" and which cuts staff purchasing power. Instead of the alleged deflation, **inflation materialized at the historical level of +10%** in Austria over the past 2 years. At the same time, **EPO salaries were adjusted by only +0,4%**.

Over the same period, the EPO saved on liabilities and increased its assets in the treasury fund and the pension reserve fund. Within only 2 years, the new salary adjustment procedure saved €1,33bn of the €2bn planned to be saved over 20 years. At the end of 2021 the actual budget surplus came to €385.7m, 10.6% better than 2020, and significantly above the budget figure of €214.8m.^[1]

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Please check your email! Go and sign the petition ! We need your support !

SUEPO Vienna