

# EPO FLIER No. 4

The EPO-FLIER wants to provide staff with uncensored, independent information at times of social conflict.



## Stewardship, decency, humility and support.

For the past 40 years, the idea of the European patent has been going from strength to strength, under the leadership of six presidents to date. Five of these realised their role as stewards, aiming at handing the Office over to their successor in at least as good a shape as they took it over in. They put themselves at the disposal of the Office, doing what needed to be done to achieve the Organisation's aim.

EPO staff has, through their professional efforts for decades, made the European Patent and this Office a success story. For this, there was a good balance of management decisions and constructively critical input from staff representatives.

**Kein Stallgeruch.** Since several years now the Office is run by an increasing body of managers on short-term contracts. Their decisions are driven by the hope of renewal of contract rather than the long-term interests of the Organisation. There is no corporate memory where lessons are learnt and mistakes not repeated. The experience of implementers who have been around for some time is set aside by a rude and inconsiderate group of policy-makers. So-called 'solutions' do not solve problems (see the 'wellbeing'-discussion or CPC as ECLA-replacement). On the contrary: It appears that currently senior management is doing its best to destroy a successful Office.

**The same level of incompetence.** Independent opinions of General Advisory Committee, Internal Appeals Committee and Disciplinary Committee are completely ignored. A free flow of information is inhibited. In an attempt to shut up critical voices, the

'Social democracy'-proposal shows clearly where things are leading. The President seems to fear common sense input based on experience and knowledge of the Office. That is why no time release is foreseen any more for the work of long-serving experts advising staff representation. Crowd intelligence is hampered by banning staff union activities from the premises. Mr Battistelli's aim is to get rid of any checks and balances.

**Pour encourager les autres.** The few that continue to try to influence opinion forming are heavy-handedly stopped. Strikers receive warning letters, staff representatives are reprimanded, an expert supporting the Staff Committee is suspended pending 'investigations' and another staff representative is downgraded despite contrary unanimous opinion of the Disciplinary Committee. The effect is showing. Many of us keep their heads down, retire in post, lose all interest in investing themselves for the success of the Office. But others resist. 'Jetzt erst recht!' is their motivation for stopping indecent, ill-motivated management.

On 4 March more than 750 Munich staff members gathered for a General Assembly. They mandated the staff union leaders to inform the Administrative Council that staff has lost trust in Mr Battistelli.

Let us all together transform the signal given by the colleagues in Munich into an even stronger message:  
**This President has to go!**

**Please sign the petition to the Administrative Council on the reverse of this Flier!**

Please distribute this flyer to your colleagues and help to collect petition-signatures.

# Petition to the Administrative Council of the EPO

March 2014

Dear members of the Administrative Council,

We, employees of the European Patent Office, have to inform you that

*"The staff has lost trust in Mr Battistelli and is concerned not only about its own future, but also about the negative repercussions on the functioning of the European patent system as a whole. It has become clear that the proper performance of the tasks of the individual staff members, and therefore of the European Patent Office, is incompatible with the continuing presidency of Mr Battistelli."*

(from a resolution of Munich staff gathered on 4 March 2014 in a SUEPO General Assembly)

We appeal to you to exercise your responsibility and instruct Mr Battistelli to immediately lift the threats and sanctions against our democratically elected staff representatives. Several staff representatives are threatened with disciplinary proceedings. A colleague from The Hague has been suspended for two months for offering his expertise to the Staff Committee. A staff representative from Munich was downgraded despite a unanimous vote of the Disciplinary Committee in her favour.

Please do not support the President's 'Social Democracy' proposal, which is neither social nor democratic. As a referendum of staff on that proposal has been stopped by the President, we use this petition as vessel for communicating our sentiments.

Date	Name	Signature	Date	Name	Signature
.../3/14	.....	.....	.../3/14	.....	.....
.../3/14	.....	.....	.../3/14	.....	.....
.../3/14	.....	.....	.../3/14	.....	.....
.../3/14	.....	.....	.../3/14	.....	.....
.../3/14	.....	.....	.../3/14	.....	.....
.../3/14	.....	.....	.../3/14	.....	.....
.../3/14	.....	.....	.../3/14	.....	.....
.../3/14	.....	.....	.../3/14	.....	.....
.../3/14	.....	.....	.../3/14	.....	.....
.../3/14	.....	.....	.../3/14	.....	.....

Please send your signatures a.s.a.p. to the local Staff Committee's secretariat  
MU (PH8 A1032) - TH (Main 00.68) - BE (3025) - VI (337)