



**Union
Syndicale
Fédérale**

des services publics européens et internationaux

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Brussels, 26 June 2026

To: EPO President

Dear Mr. President, dear Mr. Campinos,

USF, the largest federation of unions of the EU and international public service expresses its worries about how the President of the EPO currently manages social dialogue at the EPO, especially concerning the future EPO Salary Adjustment Procedure (SAP).

We understood that at your nomination as President of the EPO it was the EPO's Administrative Council's and your own wish to change course as compared to your predecessor whose action raised many embarrassing questions about the EPO (see also our letter of 01st December 2025 addressed to the EPO Council), in particular as regards social dialogue. Until June 2026, more than 13000 strike days were registered this year, further action being planned until October. The 2026 conflict already now exceeds the worst conflicts under your predecessor.

The EPO staff obviously rejects your draft SAP that does not respect parallelism with the evolution of central government employees' purchasing power, which would depart from historically agreed practise in any EU or international public service. Your draft SAP even fails to compensate for national inflation, and this without any financial justification: the EPO's finances are exceptionally healthy and there wasn't even a financial study to support the planned cuts to the employment package.

A single short meeting of the EPO President with SUEPO officials does not match with the seriousness of the conflict at the EPO.

We demand that the President of the EPO develops a sound social dialogue with SUEPO and reverts to a salary adjustment procedure which maintains the purchasing power of EPO staff, as you had promised to staff in 2020.

Yours sincerely

Nicolas MAVRAGANIS

USF President

esigned

CC: Mr.Kratochvíl, EPO Council Chairman

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