

## SUEPO list for Staff Committee Elections 2023

### For a **UNITED** and **STRONG** voice representing your interests!

Since 1979, SUEPO has been fighting to defend and improve working conditions at the EPO. These are our main goals:

- Protecting and defending your rights
- Improve working conditions and work-life balance
- A better and fairer career system
- Promoting a sense of community and support
- Fostering a culture of respect, collegiality, and dignity
- More job security for colleagues on contracts

Let us work together to extend, consolidate, and defend **YOUR RIGHTS** in the future.

#### Your SUEPO Committee



**Derek Kelly**

*Chair*



**Ion Brumme**

*Vice- Chair*



**Thomas  
Franchitti**

*Secretary*



**Harald  
Leineweber**

*Executive  
member*



**Lars Peuser**

*Executive  
member*



**Dominik  
Kirchler**

*Treasurer*

#### Who is SUEPO?

SUEPO (Staff Union of the EPO) has been an independent Trade Union of staff since 1979. Thanks to its many members, it has the financial means to maintain an extensive network of experts and lawyers. This allows SUEPO to support staff in all work-related issues, give professional legal advice, and provide financial support for legal disputes in hardship cases. In cases of injustice, SUEPO has demonstrated, over decades, to be a dependable, persistent, and courageous partner. By acting as a watchdog, SUEPO helps the EPO to become a better organisation. SUEPO's role is complementary with Staff Representation. By supporting the candidacy of SUEPO members in the Election of Staff Representatives you strengthen the position of the Staff Representation.

**Please use your right to vote on Monday 12 June to Wednesday 14 June!**

**Strong participation = Strong staff representation**

## **Please support the SUEPO candidates for the Staff Representation Elections 2023**



### **Derek Kelly**

*Chair SUEPO Committee, Staff Representative, Examiner*

I am committed to representing all categories of staff whatever their identity or their wishes for the future. This will be an especially important challenge to succeed in, given the policies introduced over the last 15 years (NPS, NCS) and even more so in the recent past (employment under contract, young professionals, Bringing Teams “Together”, Teleworking, New Ways of Working, etc.) which threaten the long-term cohesion and collaboration between EPO staff. The rapid pace of changes and updates of the IT tools with minimum viable products may be the chosen way forward by the units implementing the workflow digitalization, but for the users of the tools this is problematic, especially when they are under production pressure.

I will do my part so that Staff Representation will, as a team, listen to your concerns, ensure a coordinated communication with the management. Please support your Staff Representation by casting your vote!



## Ion Brumme

*Vice-Chair SUEPO Committee, Vice-Chair Staff Committee Munich, Examiner*

Three years ago, during the last elections, I wrote that ‘...that election was still not optimal as it was in the hands of the management’. With a lot of dedicated work and with legal and financial backing from SUEPO today we can be proud that the Staff Representation election is back in the hands of the staff. This may be a small win but nevertheless a win for the staff. It shows that only together with a strong and independent union like SUEPO can the Staff Representation achieve its goals to better serve the staff. The Staff Representation or the Union is only as strong as its staff, or its members support it. So, thank you for your overwhelming support over the many years and thank you, yet again, for your vote of confidence in this election.

**We can only support you if you support us.**



## Thomas Franchitti

*Secretary SUEPO Committee, Staff Representative, Examiner*

The second mandate of Mr Campinos promises to be again based on “sustainability” (cuts on staff benefits) and “flexibility” (lower staff rights). The project “Bringing Teams Together” is until now the most cynical combination of both. It further aims at dehumanizing our workplace to create an organization without collective memory. After the flawed Financial Study 2019 of Oliver Wyman & Mercer, Mr Campinos has decided to mandate again Mercer to perform yet another Financial Study. Past experience shows that the aim is clear: find a gap where there is none to justify cuts on staff benefits. The new staff committees need to be alert and to continue to inform staff on the coming events.



## Harald Leineweber

*Executive Member SUEPO Committee, Staff Representative, Examiner*

To give SUEPO a strong position in the next staff representation, I am standing for election to represent your interests regardless of your job group for a further term.

A strong position of SUEPO in the staff representation is desirable to achieve synergetic effects. In order to better defend your rights, e.g., against the background of the next financial study 2023, see [here](#).

Notwithstanding this, I am optimistic that our work carried out so far mainly behind the scenes will pay off one day; it did already more recently when Geneva annulled some reforms of the past.



## Lars Peuser

*Executive Member SUEPO Committee, Staff Representative, Formality Officer*

Being a formality officer I'm close to the lower job groups. Despite this predisposition I want to listen to and do my best for all staff. The main topics at present for me: the ongoing chaotic BTT and the questionable rise of AI. In order to deal with all the arising points, and to defend your rights, we need a strong team insisting on open dialogue, transparency, fairness, respect.



## Dominik Kirchler

*Treasurer SUEPO Committee, Staff Representative, Examiner*

We need a strong staff representation and a strong union to keep an eye on management decisions and politics, shed light on changes and question the actions of those in power. I believe that only by tirelessly insisting upon honesty, open dialog, transparency, integrity and professionalism, staff's rights can be protected, and a successful future of the EPO be assured.

The EPO needs a better Career System and more focus on Patent Quality. Important for me are the issues faced by our colleagues on fixed-term contracts.

Please participate at the elections. Only a strong turnout guarantees that your staff representation can speak with a strong voice. Let's work together to keep the EPO an excellent and rewarding place to work for.



## Susett Rolle

*Staff Representative, Examiner*

It is my concern to represent all staff interests with dedication. The implementation of a new Strategic Plan 2028, the development in context with the Financial Study 2023, the impact of the "New Ways of Working" on our working environment are, amongst others, important subjects to be discussed in the near future.

With the support of your vote, I will stand for the interests of the Munich staff in a constructive exchange of views with the management.



## Stefan Prange

*Staff Representative, Examiner*

Hallo zusammen!

Ich werde den Eindruck nicht los, dass die „hidden agenda“ unseres Managements ist, das Amt gegen die Wand zu fahren und die Mitarbeiterinnen und Mitarbeiter vorher zu vertreiben.

Ich trete noch einmal an in der Hoffnung, dass wir als Personalvertretung etwas erreichen können. Ich werde in wenigen Jahren mit dem New Pension Scheme (NPS) in Pension gehen. Das NPS ist mittlerweile gar nicht mehr so neu. Die vielen Fehler des NPS wurden jedoch größtenteils noch immer nicht ausgemerzt. Ich bleibe dran.

Bei allem, was wir erreichen wollen, brauchen wir aber einen starken Rückhalt von Euch allen! Bitte wählt, bitte haltet Euch aktiv informiert und bitte unterstützt die Aktionen der SUEPO! Nicht das Management ist das Amt. Wir sind das Amt!

Euer Stefan



## Tom De Backer

*Staff Representative, Examiner*

The staff of the EPO needs strong and competent staff representatives to act as a counterweight towards our management. This was necessary in the past and it is still very necessary, because there is still no genuine social dialogue with the EPO management. There is merely a “social monologue” (= discussing with a mind not willing to change its opinion).

In the last three years, I have increasingly guided many staff members through difficult circumstances, legal administrative procedures and various interactions with (line) management.

For the coming three years, I would like to continue to defend your interests and to voice your opinion wherever needed.

**BE PART OF THE SOCIAL DIALOGUE THROUGH YOUR VOTE!!**



## Matthias Goebel

*Staff Representative, Examiner*

**Sometimes paranoia's just having all the facts:** die prägnante, vielleicht überspitzte Fassung des Gefühls, manchmal einfach nicht ernstgenommen zu werden. Vielleicht weil man andere Einsichten hat, welche möglicherweise nicht so leicht für die Gegenseite nachvollziehbar sind. Aus welchen Gründen auch immer. Natürlich ist es in solchen Fällen für die Gegenseite verlockend, solche Leute in die verrückte oder hysterische Ecke abzuschieben. Um dagegen vorzugehen, braucht es sowohl **Dialog** als auch notfalls entschiedenes **Handeln**. Dies möchte ich in einem weiteren Mandat fortsetzen als Mitglied einer starken Liste.

Für Euch da sein, Eure Interessen vertreten, als Euer Personalvertreter im LSC München, auf der Liste SUEPO. Wählt – es ist Euer Recht!



## Ingrid Peller

*Staff Representative, Examiner*

Since 6 years, I have been representing your interests as a Staff Representative. In the next three years, I would like to continue the work on Health and Safety topics and help colleagues in personal cases to find good solutions. I will also put my efforts into ensuring that staff representation is consulted early in decision-making processes as well as emphasizing the value and importance of the staff representation input.



## Michael Kemény

*Chair Local Staff Committee, Examiner*

SERVUS MÜNCHEN!

Vor uns liegen neue, ganz andere Herausforderungen. Ich möchte mich erneut in die Arbeit des Personalausschuss einbringen. Heute bitte ich erneut um Euer Vertrauen und Eure Stimme. Die Aufgaben, gerade in der jetzigen Zeit werden enorm sein. Lasst es uns zusammen anpacken!

Herzlichst, Euer Mike



## Cosimo La Gioia

*Staff Representative, Examiner*

In the last three years in the Staff Committee as well as in my long career as examiner and in other functions I have gathered a significant experience and I wish to put it at the service of all of us for another mandate in the Staff Committee.

There are many challenges ahead and my wish is to achieve concrete results through a positive and constructive attitude and by using my qualities as good team player.

We will always defend the interests of Staff with the knowledge and strength of the Staff Representation.

Please vote and make us stronger!



## Jane Antoinette Croucher

*Staff Representative, Business Partner in BIT, former Patent Examiner*

In 2015 I was substantially downgraded and removed from my patent examiner job as I was having productivity problems after suffering from a period of mental illness. I am still battling to get my job back, but SUEPO have supported me at every step. I became a staff representative to help others who are struggling, and since 2017 have served on the CSC, GCC, Appeals Committee and the Working Group on Diversity and Inclusion. I have also focused on helping Job Group 5 and 6 employees, who often get overlooked. If re-elected my main priorities will be mental health, well-being, and job mobility issues.

*For more information contact me on any of the usual channels!*