



# Les syndicats appellent à la grève à F4E à Barcelone

U4U, USD, R&D ont appelé à une grève après une AG du personnel. La raison en est la continuelle dégradation du climat interne à Fusion for Energy, et le suicide d'un collègue. Par cette grève le personnel veut arrêter cette détérioration mais aussi promouvoir une nouvelle politique du personnel et assurer une enquête indépendante sur les causes du suicide de notre collègue.

U4U, USD, R&D called a strike after a staff meeting. The reason is the continuous deterioration of the internal climate at Fusion for Energy, and the suicide of a colleague. With this strike the staff wants to stop this deterioration but also to promote a new personnel policy and to ensure an independent investigation into the causes of our colleague's suicide.

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## Notice of Industrial Action



To The Director of Fusion for Energy (F4E)

RE: Notice of Work Stoppage served in application of articles 28 to 38 of the Agreement on relations between Fusion for Energy (F4E) and the Trade Unions and Staff Associations (TUSA) ('Framework Agreement')

Dear Mr. Schwemmer,

The undersigned TUSA (EPSU, R&D and U4U) are hereby serving a prior notice of a work stoppage for the morning of 24 November 2021 (half day), in conformity with articles 28 to 38 of the 'Framework Agreement'. The work stoppage was decided by the General Assembly of F4E

staff which took place on 9 November and following an electronic vote organized by the F4E Staff Committee.

The reason for this notice is that during the General Assembly of F4E, staff overwhelmingly expressed their deep disappointment for the way the preliminary assessment to the inquiry for the tragic loss of our colleague Mario X was conducted, and in particular the failure to provide clear conclusions on the F4E professional environment as stated in the mandate of the enquiry.

F4E staff questions the conclusions of the preliminary assessment to the inquiry and in particular that no link was found between the professional environment and the tragic death of our colleague. In addition, staff is concerned at the continuous degradation of the F4E working environment including management style, workload, lack of respect of the formal process and paying lip service to the social dialogue processes. Staff expressed their concern that this situation will continue and may affect more staff.

F4E staff has subsequently decided the work stoppage to illustrate the unity of their position, to protest and to call upon management and the governance bodies to formally address the F4E professional environment, seeking and putting into place practical and meaningful solutions.

It should be recalled that the conclusions of the enquiry are related to a preliminary assessment and that the three persons who were entrusted with it have simply provided an opinion. The follow-up to these preliminary findings is the full and exclusive responsibility of the F4E Governing Board and of the European Commission represented by the Deputy Director-General of DG ENER, which endorsed them.

In these circumstances, we ask that further assessments be carried out, also by calling on experts with proven scientific expertise and practical experience in the area of psychological and organisational pressures and psychological disorders related to the professional environment and management procedures.

We believe it is in everyone's interest - and above all in the interest of F4E, to which the staff confirm its firm commitment - to dispel any doubts left. In addition, we believe that this is the only option to truly demonstrate the will and determination to do everything possible to improve the professional environment in F4E and help to avoid such dramatic circumstances in the future, as also indicated by the Director in his last message to staff on 12 November.

We regret that despite many alerts in the past from the trade unions, staff committee, middle managers, various assessment and audit reports, as well as several meetings with representatives of governance, nothing has been done to improve the situation. We consider that all means of social dialogue have thus been exhausted.

The form of this industrial action consists of a single work stoppage to take place on the morning of 24 November 2021 (half-day) and a general meeting of Staff held during that period, in memory of our colleague Mario X and in solidarity with his family and close colleagues.

We remain available for negotiating a settlement during the period of this notice and for working intensively with representatives of F4E management and governance to improve the professional environment for all staff.

Yours sincerely,

(signed)

Cristiano Sebastiani (President R&D)

Brian Macklin (President EPSU Fusion)

Georges Vlandas (President U4U)

CC Chair of Governing Board, DG ENER, DG HR, Cabinets of Commissioners

15/11/2021