



## F4E Administrative Inquiry - Status

04/06/2021

Dear Ms Vierkorn-Rudolph, dear Mr. Garribba,

It has now been almost a month since we wrote asking for an in-depth administrative inquiry on the F4E working environment and management decisions following the tragic loss of our colleague Mario X.

However, there is still no official information to staff on how the investigation will be carried out, its precise mandate and the team carrying out the inquiry.

On the contrary, F4E staff is becoming extremely concerned with the many rumours circulating in the organization and with some declarations of the F4E management attempting to downplay the events and declare business as usual.

As staff representatives, we remain determined to ensure that an open and transparent inquiry is launched to shed full light to this affair. We will not allow any cover-up.

In this respect, we demand that the administrative inquiry fully respects the Commission decision of 12.6.2019 laying down general implementing provisions on the conduct of administrative inquiries and disciplinary proceedings.

In addition, we demand that it also fulfils the following conditions:

- it is independent from F4E management;
- the inquiry team is composed of professionals with experience in organizational management to look at the F4E working environment;
- the mandate of the inquiry should be clear and precise and should focus on the professional circumstances and management decisions which may have contributed to the tragic event. It needs to identify the reasons of the serious failure of the duty of care of the organisation vis-à-vis its employee's; and finally, assess the current working environment of F4E to ensure that it ensures respect and dignity for all its employees;
- it associates the F4E Staff Committee as an observer in the work of the inquiry;

- it takes the time necessary to do an in-depth inquiry; we are very concerned of a possible “quick and dirty” first phase to be concluded already in July, and probably leading to inaccurate conclusions;
- a prompt start to the enquiry.

We would also like to come back to our other demands outlined in our letter of 7 May 2021. In addition to the administrative inquiry, U4U asked F4E management to take immediate action to protect the rest of the F4E colleagues affected by the “Antennas & Plasma Engineering” unit reorganization and ensure appropriate psychological support and follow-up; ensure equal treatment for other colleagues affected elsewhere in F4E.

We would appreciate a clear account of what has happened in that respect, as our members are telling us that only some “cosmetic” actions have been taken.

Taking into account the seriousness of the recent events and the ever-degrading working environment in F4E, we will remain vigilant to ensure that proper mechanisms of assessment and redressing of the organization are put into place.

Georges Vlandas  
Président

To : MM. Vierkorn Rudolph; GARRIBBA Massimo

CC : MM. Johannes Schwemmer; Alessia Vecchio; Maria Faury ; SILVA MENDES Marta; Soyer Jean-Paul; JUAN LINARES Victor