



EUROPEAN CENTRAL BANK
EUROSYSTEM

ipso

International and European Public
Services Organisation

**Addendum to the Memorandum of Understanding between the European Central Bank
and the International and European Public Services Organisation on recognition,
information sharing and consultation**

Whereas,

- (1) The European Central Bank (ECB) and the International and European Public Service Organisation (IPSO) have agreed to enhance the social dialogue by complementing the Memorandum of Understanding signed on 3 July 2008 (hereinafter the 'MoU') with the provisions laid down in this Addendum,
- (2) This Addendum is supplemental to and forms part of the MoU, and shall be read in conjunction with the MoU,
- (3) Each paragraph contains a cross-reference to the MoU to clarify its interrelation with the MoU text,

Therefore,

The ECB and IPSO (hereinafter the 'trade union') have agreed as follows:

1. (2(d)(i)) Direct access to the Executive Board

Where there is an established large gap in the views of the ECB and the trade union on important or complex issues related to an early involvement or consultation procedure, the Executive Board and the trade union will meet at the request of either party to discuss such issues.

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2. (2(d)(ii)) Annual meeting with the Executive Board

Each year, a meeting will be held between the trade union representatives and the Executive Board to review the developments and achievements on matters of interest to staff from the preceding year and to exchange views about developments in these fields for the forthcoming year.

3. (2(d)(iii)) Meeting with the President in his capacity as Governing Council Chairman

For staff-related matters of major importance or complexity which are of general interest and over which the Governing Council is competent to take a decision and for cases where a consultation reveals a large gap between the views of the ECB and the trade union, the trade union may request a formal meeting with the President in his capacity as Governing Council chairman.

4. (2(d)(iv)) Provision of information

Both parties shall provide each other with relevant information on proposals that are subject to the procedures of early involvement, consultation or similar dialogue as they may occur from time to time. Such information shall include the proposal itself and relevant data, studies, expert views and external opinions, which are needed to achieve a good understanding of the proposal and to allow for a meaningful cooperation.

5. (2(e)) Early involvement procedure

- **Setting up of committees** [placed between 'Preparation' and 'Exchange of views']

Within the early involvement procedure, the ECB and the trade union may agree to set up committees or task forces, on the basis of specific needs and mandates which are to be completed within a limited time frame. This provision does not address the workings of permanently established committees, for example the Occupational Safety and Health Committee.

- **External expert** [placed at the end of 'Exchange of views']

In the early involvement procedure, with the agreement of the ECB and the trade union, an external expert chosen by common agreement may be requested to provide a written opinion. The cost shall be borne by the ECB.

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6. (2(f)) **Formal consultation**

- **Involvement of an external expert** [placed between 'The trade union's first written opinion' and 'Business area reply']

In the consultation procedure, with the agreement of the ECB and the trade union, an external expert chosen by common agreement may be requested to provide a written opinion, provided that an external expert opinion on the same issue has not already been provided in accordance with Paragraph 2e. The cost shall be borne by the ECB.

- **Additional procedure** [placed after 'Involvement of an external expert']

For issues of major importance or complexity where the consultation reveals a large gap between the views of the ECB and the trade union, the parties may agree to suspend the formal consultation procedure for a period of two months, unless agreed otherwise, during which a series of additional formal meetings will take place, in accordance with an agreed timeline. At the end of this period, the formal consultation procedure shall resume.

In the suspension agreement, the parties shall specify the level at which the additional formal meeting(s) will take place (either with the business area in charge of staff relations, the Executive Board member in charge of staff relations or with the Executive Board).

The objective of these formal meetings is to ensure a better understanding of the issues in question and to identify possible ways forward towards a solution. The summaries of these meetings should become part of the formal consultation procedure, together with any new documents provided by the ECB, without any impact on the formal consultation deadline once it resumes.

- **Governing Council decision** [placed after 'Executive Board decision']

When the Governing Council is the competent body to decide on a proposal, the Executive Board, after the conclusion of the formal consultation, will insert, in the cover memo to the Governing Council transmitting the proposal and the consultation documentation, a short paragraph of around four or five lines, provided by the trade union, summarising the trade union's opinion.

7. (2(h)) **Annual social balance**

Each year, the ECB will produce an 'Annual Social Balance' which reports on any changes that have been made to the ECB employment rules. Comments from the trade union on the draft will be sought.

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8. (6) Staff representatives in disciplinary committees

The ECB and the trade union share the understanding that an appropriate staff representation should be included in disciplinary committees.

The trade union will contribute to providing the names of staff members to be included in disciplinary committees in accordance with the relevant article of the Staff Rules of the ECB. The ECB will initiate a consultation on changing the Staff Rules to this effect soon after the signature of this Addendum.

9. (7) Time dispensation

Trade union representatives are collectively granted time dispensation for a total of one full time equivalent to carry out their duties, in particular those stemming from the MoU and from this Addendum. The allocation of such time dispensation among trade union representatives shall be communicated in written form to the Directorate General, HR, Budget and Organisation. The time dispensation will become effective on the first day of the month following the communication.

The rules applicable to the annual salary and bonus review of Staff Committee members shall apply *mutatis mutandis* to trade union representatives who benefit from time dispensation.

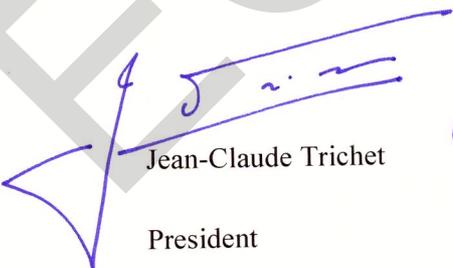
10. Entry into force

This Addendum shall take effect on the first day of the month following its signature by the duly authorised parties.

Signed in Frankfurt am Main, on 23 March 2011

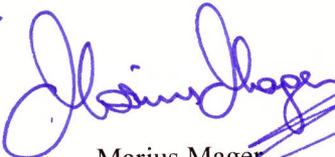
For the ECB

For IPSO



Jean-Claude Trichet

President



Marius Mager

President



Emmanuel Larue

Vice-President



Wolfgang Herrmann

Secretary General