

16. October 2014

Mario Draghi, President
Peter Praet, Executive Board
European Central Bank,

Cc: Daniele Nouy, Sabine Lautenschläger, Steven Keuning

Consultations on an Ethics Framework, Appraisal Processes and Disciplinary Procedures within the Single Supervisory Mechanism ('SSM') (Whereas clause 2 of the Addendum to the "Social Dialogue with Regard to the European System of Central Banks).

Dear Mr Draghi,
dear Mr Praet,

the three trade union federations - SCECBU, UNI-Europa and EPSU – assessed in the review meeting of the last Social Dialogue the given information on the new working environment in the SSM. Besides the already criticized fact, that most of the information delivered by the ECB was given too late to perform a meaningful dialogue, it became crystal-clear that some of the presented issues need to be processed in an appropriate Consultation procedure following the spirit of the Addendum signed at September 17th.

That's why the three trade union federations strongly demand a complete change of ECB's attitude towards trade unions in order to reach a real social dialogue. To achieve this aim the three trade union federations accept the proposal of Mr. Peter Praet to establish an enlarged SD Working Group to put into practice the above mentioned Consultation procedures asap.

In a first round of consultations the following issues within the SSM structures and especially the established JSTs should be covered:

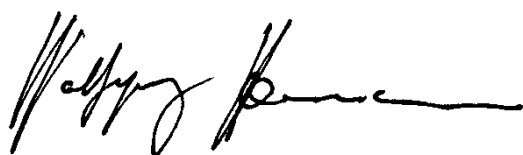
1. Ethics Framework,
2. Appraisal System and procedures and
3. Disciplinary procedures.

Knowing that there is a heavy time pressure the three trade union federations expect that a first meeting of the new Consultation working group will take place during November. The composition of the enlarged working should be done by adding 2 (or 3) delegates per federation to the already existing structure (three Contact persons + 3 delegates per federation). Costs will be borne by the ECB.

Referring to the fact that with the establishment of the SSM rules for the above mentioned issues have to be in place, the three trade union federations would propose to agree on that this rules are of preliminary nature and will be adjusted after the consultation process, its results then will be incorporated.

Finally and all in all the three trade union federations are convinced that the establishment of this consultation process is the appropriate way to tackle the issues and could lead to positive results. They like to encourage the ECB to make this step beyond - as the ECB is already used to.

Looking forward to agree on dates soon we remain with best regards

A handwritten signature in black ink, appearing to read 'Wolfgang Herrmann', with a long horizontal flourish extending to the right.

Wolfgang Herrmann

Contact Person EPSU
Social Dialogue ESCB

On behalf of EPSU, SCECBU and UNI-Finance