EMBL Staff Association
role and status

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Staff Association
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EMBL European Molecular Biology Laboratory

- Founded in 1974
- Operates across six sites
  - Barcelona
  - Grenoble
  - Hamburg
  - Heidelberg (HQ)
  - EMBL-EBI Hinxton
  - Rome
- Number of staff (end of 2017): ~1800 FTE
- Binding document: EMBL Rules and Regulations
EMBL SA mission statement

The Staff Association represents the economic, professional, social, and cultural interests of all EMBL employees, and operates on two levels, locally at each EMBL site, and EMBL-wide. The Association also seeks to improve working conditions of its members in the Laboratory. In so doing it will have regard to the international composition of the Laboratory personnel and the division of the Laboratory into geographically separated units. The Association may also decide to represent a former member, or their dependants.
EMBL Staff Association – background

- Created in 1976
- Governed by statutes
- Protected by EMBL rules and regulations
- Active in:
  - Policy:
    - EMBL employment Terms and Conditions review
    - Representation on institutional committees
    - Observer status at EMBL Council meetings
  - Promoting staff welfare
  - Supporting, advising, mobilising and representing staff
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Governing documents

Statutes of the Staff Association Of the
European Molecular Biology Laboratory

As approved by the Director General and full Association members in April 2014 with effect from 6 May 2014
Rule 7 2.01 MOP The Director General shall be the competent authority to accept the statutes of any Staff Association which shall represent the general interests of the members of personnel and contribute to the smooth running of the Laboratory by providing a channel for the expression of the opinions of the personnel.

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Representatives across EMBL sites

- EMBL-EBI: 10 reps
- Hamburg: 4 reps
- Barcelona: 1 rep
- Grenoble: 4 reps
- Heidelberg: 14 reps
- Rome: 4 reps
EMBL’s Staff Association representatives
In addition we also do...

- Listen to colleagues
- Speak to Human Resources (HR)
- Speak to line manager
- Facilitate meeting between staff member, HR and/or manager
- Formal complaint (appeal and disciplinary)
  - Seek legal advice
  - Assist and advise
  - Represent!
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  - Assist and advise
  - Represent!

Representing an individual staff member!
Challenges to tackle

● Current challenges
  ○ Update of statutes
    ■ Define the term ‘represent’
  ○ Better organisational structure
  ○ Improvement of communications to staff and management
  ○ Increase of financial support

● Future challenges
  ○ Offering legal advice to staff members
  ○ Formalising the status and role of representatives
Thank you!