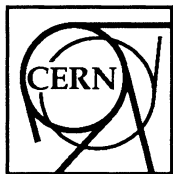


# Bulletin ASSOCIATION du PERSONNEL STAFF ASSOCIATION



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## STAFF COUNCIL MEETING, 10th JUNE 1992

The Staff Council met in an ordinary session on the 10th June. It first approved the minutes of the previous meeting, with the reserve of possible comments by Christian Roche, Associate Director for Forecast and Planning, concerning his presentation.

### • Visit of representatives of the personnel to other European organizations

The Council heard the report on the visits paid by the President and Vice-Presidents of the Association to the President and a Vice-President of the "Comité central du personnel des Communautés européennes", to the President of the "Union syndicale" (US), to the Secretary General and a member of the office of the "Fédération de la fonction publique européenne" (FPPE), to the President of the Brussels chapter of the "Syndicat des fonctionnaires internationaux et européens" (SFIE), in Brussels, and on the visit of the President to the Permanent Secretary of the Staff Association of the European Space Agency (ESA), in Paris.

During these very harmonious meetings we had the opportunity to discuss general problems relating to fundamental research in Europe, problems of the status of European International Civil Servants as a whole and research workers in particular. We could compare different forms of staff representation and their results. We have studied how to ensure a better coordination of our actions, including those of FISCA, the possibility to formalise closer links, and we have decided how to improved the exchange of information between the different parties.

These meetings were also the occasion to take stock on a number of specific subjects: budgetary aspects of personnel policies, remunerations, periodic and annual adjustments, pension systems, health insurance, part-time working, flexible working hours, careers and advancement, early retirement, legal protection and appeals, etc.

### • Appeals against Council decisions concerning the five-yearly review and the annual adjustment of salaries:

The Executive Committee reported on the situation and on several meetings they had had on this subject. Two Appeals Boards have been formed, a dossier has been compiled and sent to the chairmen of these Boards. The Staff Association delegates who had lodged appeals were invited by the Executive Committee to appoint a representative and an assistant to simplify the procedure. The Council approved this proposal.

- **Health and Safety**

The Executive Committee reported on various recent meetings and discussions which show an increase of problems tied to health and security at CERN, due in particular to decreasing the number of staff members coupled with increasing the number of persons from the outside. The Staff Council approved the recommendation of the Executive Committee to hold a meeting open to all the delegates interested in this subject: the first stage will be to collect and document in detail these problems. Other steps can then be envisaged.

- **Creche**

The Executive Committee reported on the presentation of the results of the questionnaire to the latest meeting of ACCU (Advisory Committee of CERN Users): ACCU strongly supports the steps being taken by the Association. The Staff Council, on the recommendation of the Executive Committee mandated Irène Seis, delegate of CN Division, to form a small working group, composed of delegates and interested parents. The first task of this group is to gather, in the name of the Association, information on existing facilities and projects under way in the neighbourhood of CERN, and to report to the Executive Committee.

- **Agenda of the CERN Council, 26th June**

The Executive Committee presented and commented upon the draft agenda. The question of the evolution in the number of Member States was raised; it increases the urgency of the work in progress in the working group of the CERN Council on the guarantees of pensions in the case of the withdrawal of one or more Member States and/or the dissolution of the Organization.

- **Agenda of the Standing Concertation Committee (SCC), 16th June**

During the discussions of the agenda, the Staff Council debated the possibility of improving the working of this committee, and more generally, relations between the Association and the Management. It approved a proposal of the Executive Committee to create, initially informally, a body for political concertation at the level of the Director General, above that of the SCC which concerts at a more technical level.

- **Geneva consumer price index**

The Staff Council noted that the estimated index for the increase in consumer prices for the reference period is 4.6% (after taking into account the effect of taxation).

- **Annual Report of the Mutual Aid Fund**

The President of the Mutual Aid Fund presented its report which requests grants. The Executive Committee had been informed that the transfer orders have been made. The Staff Council thanked the members of the committee for the very useful work that they do. It asked the Committee to start thinking about possible modifications to the Statutes of the Fund which might result from changes to the Staff Rules and Regulations. Finally, noting that the Mutual Aid Fund relies equally upon the Association and the Management of CERN for its funding, and to avoid unnecessary delays, the Staff Council requested that the Committee of the Fund send its annual report to the Association at the same time as it sends it to the Management.

- **Modifications to the Staff Rules and Regulations - preliminary changes to the Regulations**

The Staff Council noted that the Management was preparing to start the general revision of the Staff Rules and Regulations and that the procedures for this examination were going to be defined. However without waiting for this general review, the Management had presented to the Standing Concertation Committee a draft set of modifications to some articles of the Regulations which, it felt, needed to be made urgently. The SCC has entrusted the study of these modifications to two sub groups: one is studying the changes concerning shift working and has met weekly during June.

- **Payment to third parties**

The other sub group is studying the definition of dependent children and a proposal to modify article RIV 1.18 Payment to a third party (concerning payments for a child). The Management propose to extend this to include the direct payment by CERN, from the salary of a Staff Member, of alimony, where the person concerned does not pay regularly. After discussions, the Staff Council approved the following two principles:

- 1) **avoid** Staff Members profiting from the immunities of the Organization to shield them from their obligations vis-à-vis their families or ex-families;
- 2) **assure** that Staff Members have rights which are not inferior to those they would have, according to common law, in the Host State in which they live.

**Those of you who have points of view they would like taken into consideration on this subject are invited to contact Derek Ball, at the Staff Association, telephone 3638, e- mail DEREK\_BALL@MACMAIL.CERN.CH**

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### **THANK YOU FROM THE EXECUTIVE COMMITTEE**

Our term of office finishes on Friday 26th June when a new committee will be appointed by the recently elected Staff Council. We have had a busy and momentous year and we would like to thank all of our CERN colleagues who have worked with us : the Staff Council which has guided and supported us in the many difficult decisions which had to be taken, delegates who have found the time to discuss with us and to work in the numerous committees in which the Staff Association has a voice, all of those who have responded to our calls for support, and the Staff Association Secretariat which has so capably responded to the demands we have placed upon it.

### **REMERCIEMENTS DU COMITE EXECUTIF**

Notre mandat se termine le vendredi 26 juin, qui verra l'élection d'un nouveau Comité exécutif par le Conseil du personnel récemment élu. Nous avons eu une année bien remplie et nous tenons à remercier tous ceux de nos collègues qui ont travaillé avec nous; le Conseil du personnel qui nous a guidés et soutenus pour maintes décisions difficiles, les délégués qui ont pris le temps de participer aux discussions et aux travaux de nombreux comités où siège l'Association, tous ceux qui ont répondu à nos demandes de soutien, et le Secrétariat de l'Association qui a répondu avec efficacité à toutes nos exigences professionnelles.

G. Antoinet, M. Aymon, D. Ball, M. Borghini, V. Chohan, R. Collomb, C. Despas, M. Hansroul, M. Vitasse.