

STAFF_ASSOCIATION@MACMAIL.CERN.CH

Original French 28 February 1994

DECISIONS TAKEN BY THE STAFF COUNCIL 3 AND 22 FEBRUARY 1994

Taking into account:

- the reports made by members of the Association who attended the meetings of the Finance Committee and the Council of the Organization in December 1993;
- the decisions concerning the adjustments of salaries and of pensions for January 1994;
- the deliberations of the Administration Tribunal of the International Labour Organisation in its judgement n° 1329¹;
- the meagreness of our rights of representation and their continual calling into question by the Council of the Organization and its committees;
- recent events, in particular those of 15 February, which were the subject of a FLASH distributed to Staff Members;
- the importance for the scientific community, and for CERN, of the approval of the LHC project by the Council of the Organization in 1994;
- the isolation of CERN and its staff amongst the international organisations;

1 see bulletin no 8/94 dated 21 February 1994

the Staff Council took the following decisions:

- so that the Council of the Organization takes into account European realities in matters of rights of expression and of negotiation for staff and so that it creates conditions of social peace:
 - to demand the discussion and establishment of these rights as prerequisites to all other discussions concerning directly the staff;
 - to demand a moratorium on the five-yearly review of employment conditions, initially foreseen for 1994, until the final approval of the LHC project;
 - to demand the withdrawal of the report of the ad hoc group of the Finance Committee on the five-yearly review from the agenda of this Committee, the 16 March;
 - to demand that the Council of the Organization, decides, during its meeting in June 1994, that it will grant for 1995 the totalities of the indices for salaries, and pensions arising from the methods in force;
 - to ask the Management to demonstrate its support for the staff by a concrete gesture;
- to reply to each arbitrary unilateral decision of the Council of the Organization by a decision of the same type:
- the Staff Council will call upon all the staff for concerted work stoppages corresponding to around a total of some 3%² of the working year, namely five days throughout the year with the stopping of physics³;
 - to this purpose it created four groups, one by sector (accelerators, administration, research and technical) to propose the practical details of these work stoppages;
- to end the isolation of the CERN staff by developing contacts and possible joint actions with our colleagues in other scientific and technical international organisations in Europe:
 - the Staff Council decided to ask for the affiliation of the CERN Staff Association to Public Services International (PSI), which has several million members from national public services throughout the world and which envisages to create a section for international civil services⁴;
 - it approved the initiative of the Executive Committee to organise in Geneva on 3 and 4 March a co-ordination meeting between representatives of the personnel of other scientific and technical organisations⁵;
 - it supported the participation of the Association in YORICS⁶ meetings and it approved the CERN Staff Association organising the next meeting in Geneva.
- to continue the legal actions under way whilst taking into account judgement n° 1329 mentioned above and to extend these actions to recent decisions.

2 3% = the difference between the calculated index and the index granted for 1994

3 for example during the run of heavy ions at the end of the year

4 the request for membership has been formally submitted to PSI which will consider it during the coming months

5 the following have confirmed their attendance: EMBL, ESO, Union syndicale and the European Civil Service Federation (FFPE) of the European Union, the European Patent Office, IAEA

6 bringing together the United Nations family, the European Union, the Co-ordinated Organisations, Inter-governmental banks (see bulletin no 6/94 dated 7 February)