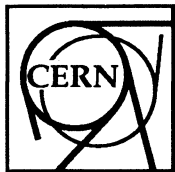


Bulletin ASSOCIATION du PERSONNEL STAFF ASSOCIATION



Les informations paraissant dans la rubrique "Association du Personnel" sont publiées sous la seule responsabilité de l'Association du Personnel du CERN.

The information presented in the Staff Association section of the Bulletin is published under the sole responsibility of the CERN Staff Association.

Siège: Genève, Suisse
Seat: Geneva, Switzerland

STAFF_ASSOCIATION@MACMAIL.CERN.CH

Tel. 2819/4224

CONVOCATION

ASSEMBLEE GENERALE ORDINAIRE

JEUDI 30 AVRIL 1992, à 14h.00

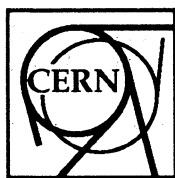
AMPHITHEATRE DU BATIMENT PRINCIPAL

ORDRE DU JOUR PROVISOIRE

1. Election du Président de séance.
2. Adoption de l'ordre du jour.
3. Approbation du procès-verbal de l'Assemblée générale du 7 mai 1991.
4. Rapport d'activités du Conseil du Personnel 1991/1992.
5. Rapport d'activités du Comité Exécutif 1991/1992.
6. Commissions paritaires statutaires / Comités mixtes.
7. Activités propres à l'Association du Personnel.
8. Rapport financier et des Vérificateurs aux comptes pour l'exercice 1991/1992.
Présentation du projet de budget 1992/1993.
9. Approbation du taux de cotisation et du budget pour 1992/1993.
10. Présentation de modification des Statuts de l'Association.
11. Elections pour l'exercice 1992/1993 :
 - des Scrutateurs de l'Association du Personnel
 - des Vérificateurs aux comptes de l'Association du Personnel
12. Approbation des Collèges électoraux pour 1992/1993.
13. Divers.

La réunion sera donnée en Français avec traduction simultanée en Anglais

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NOTICE

ORDINARY GENERAL MEETING

THURSDAY 30th APRIL 1992, at 2 p.m.

MAIN AUDITORIUM

DRAFT AGENDA

1. Election of the chairman of the meeting.
2. Approbation of the Agenda.
3. Approval of the draft minutes of the Ordinary General Meeting 7th May 1991.
4. Report on the activities of the Staff Council 1991/1992.
5. Report on the activities of the Executive Committee 1991/1992.
6. Statutory Joint Committees / Mixed Committees.
7. Activities of the Secretariat.
8. Financial Report and Auditors' Report for 1991/1992.
Draft budget for 1992/1993.
9. Approval of the subscription rate for 1992/1993.
10. Presentation of modifications to the Statutes of the Association.
11. Elections for 1992/1993 :
 - Staff Association Polling Officers.
 - Board of Staff Association Auditors.
12. Approval of the Electoral Colleges for 1992/1993.
13. Any Other Business.

The meeting will be held in French with simultaneous translation into English

STAFF COUNCIL MEETING 7th APRIL 1992

The Staff Council met in a public ordinary session on the 7th April in the Council Chamber.

1. Report on the activities of the Executive Committee

The members of the Staff Council regularly receive the notes of the Executive Committee meetings; this point on the agenda gave them the chance to comment or ask questions: Amongst them were:

- **Shift working**

The President of the Association had sent a letter to the Director General on the 19th March concerning the posts and the contracts of recently recruited operators: as the Association has pointed out many times in the Standing Concertation Committee (SCC), the opening of these posts as limited duration (without moreover indicating the length) is not in conformity with the Staff Rules and Regulations and Administrative Circular N^o 9 on Types and Duration of Contracts of Established Members of the Personnel; it had requested in the SCC that this situation be corrected for those concerned, but without success; the letter to the Director General repeated formally this request. The Staff Council **decided** that a copy of this letter should be sent to its members.

- **Indefinite appointment review**

The Staff Council asked what action had been taken by the Management following the appeals gained by two colleagues before the International Labour Office Administrative Tribunal (ILOAT) (judgement given on the 29th January) against the decisions not to renew their contract and not to award them an indefinite appointment: the Tribunal annulled these decisions of the CERN Administration and instructed CERN to make a new review; in a letter dated the 3rd March, our two colleagues were informed by the Director General that their cases would be re-examined and that they would be notified "in due course". Having no further news our colleagues are preparing a new petition to the Tribunal to ask it to order that the judgement is obeyed (one of the petitioners is out of work since last October).¹

- **Manpower planning, shortage of staff, activities of the newly created Planning Office in Personnel Division**

Following a short discussion, the Staff Council decided to invite Christian Roche, Associate Director for Forecast and Planning to a **meeting** of the Council.

- **Standing Concertation Committee of the 8th April**

The Council then discussed the problems encountered due to the way the SCC operates and **gave instructions** to the Executive Committee on this subject as well as on the points of the agenda (see summary of the SCC under Official News of the Weekly Bulletin 17/92).

¹ the day after the Staff Council we learnt that the Administration were sending a letter to this petitioner, asking him to contact Personnel Division as soon as possible to discuss his situation.

2. Follow-up of the actions

The Council first heard reports by the delegates on the reactions of the personnel in the Divisions to the events of the **19th March**. Then it was informed of the verbal information given by the Director General during the meeting of the Management Board held on the **30th March**, at which the President and the Vice-Presidents were present, concerning the creation by the Committee of Council of a Working Group composed of members of the CERN Council ad personam; this Group will be chaired by M. Strohal (Austrian delegate to the Finance Committee and the CERN Council), and will be charged with examining methods of adjusting and revising salaries; the representatives of the Association were unable to obtain the written mandate of this Group.

The Executive Committee then presented extracts from the **45th Council Session of FISCA** (Federation of International Civil Servants' Associations, which groups the Associations of the UN Organizations, i.e. more than 30,000 civil servants) which was held recently.

The personnel of these organizations meet similar problems to us and have already taken, as we have, legal actions: at the Pan-American Branch of the World Health Organization (WHO/PAHO), the personnel working in Washington filed complaints before the ILOAT against the decision to pay a salary increase of 11.25% when the **1990 survey** showed 19.14%. The personnel of the General Service of WIPO (World Intellectual Property Organization) in Geneva, have lodged an internal appeal, to be followed probably by an appeal to the ILOAT, against decisions to increase salaries on the **1st January 1991** by 9.89% instead of 12%. The case will in fact be decided for all of the Geneva-based organizations.

In a FISCA statement to the International Civil Service Commission (ICSC) appears: *"Staff find it difficult to accept that decisions about their livelihood and conditions of service could occur in a star chamber environment reminiscent of the 15th century. Such procedure leads staff to question what occurs behind those closed doors that must be kept from the eyes and ears of the people affected by those decisions. This questioning seems perfectly reasonable and valid, especially when seen in the context of a growing global trend towards transparency and participation in governing at all levels. [...] What staff are saying is, let us together explore and define the limits of possibility; perhaps then the walls could be pushed back, thus making room for everyone to take part."*

As you will remember, the Staff Association used and wished to use the same language to the CERN Council and its Committee of Council.

Finally, the FISCA Council decided to take the lead in organizing regular co-ordination meetings of the staff of the international civil services (the UN system, the Co-ordinated Organizations and the EC). The CERN Staff Association is an observer member of FISCA, but the contacts until now were mainly through the exchange of documents. Accepting a proposal of the Executive Committee, the CERN Staff Council **decided** that we should join forces with our colleagues in other organizations, and develop stronger ties with FISCA and that we should ask to participate in this co-ordination. With the same objective **it approved** a trip to Brussels in May, to meet the unions of the international civil servants.

- **Appeals against the decisions of the CERN Council**

The Staff Council obviously continues with its internal appeal, which must be examined shortly, to respect the time-limit.

- **Mailing to the President of Council and to the members of Council**

The Staff Council **approved** sending a dossier containing all the details relating to the events of the **19th March** since it appears that not all of the members were informed of the points which the Association wished to discuss with them, particularly the respect of agreements. The Association will request to meet the President of Council.

3. MOAS

- **Advancement procedure guide-lines for 1992**

Contrary to what had been announced in the SCC of the **11th March**, these guide-lines were neither discussed nor decided upon at the Management Committee meeting on the **30th March** and still have not been. However, the Divisions are starting the exercise since the date of the **30th April**, which had been fixed as the dead-line for taking decisions or making recommendations, has not, to our knowledge, been changed.

- **MOAS: annual interviews 1992**

Some members of the Staff Council stated that they had still not had their annual interview, even though the official dead-line was the **31st March**. The Staff council **confirmed** the need to send out soon a questionnaire to Staff Members on the working or otherwise of these interviews; the Executive Committee will action.

4. Mini assizes of the Association

Following the success of these working meetings, the Staff Council **approved** the proposal of the Executive Committee to organize, as a general rule, two per year, one in the Autumn, the other in the Spring; it **approved** the dates of the next two as the **23rd October 1992** and the **5th March 1993**.

5. Nomination of an alternate to the Governing Board of the Pension Board.

The decision was deferred to the next meeting.

6. Questionnaire on the need for a creche for very young children

Irène Seis, delegate of CN Division, presented the results of the questionnaire published by the Association in the Weekly Bulletin; these results, which will probably be published in more detail later, show that there is a real need for a creche for the children of the members of the personnel (Staff Members, Fellows, Paid and Unpaid Associates). The Association will continue its approach to this problem by holding discussions with a group of firms who are planning a creche in the neighbourhood of CERN.

The meeting finished around 1800.

* * * * *

RAPPEL....RAPPEL....RAPPEL

GROUPEMENT DES FRANCAIS DU CERN

ASSEMBLEE GENERALE ORDINAIRE

VENDREDI 24 AVRIL 1992 à 16h.00
Amphithéâtre du Bâtiment Principal

Un petit guide sur l'assurance maladie et l'assurance vieillesse de la Sécurité Sociale sera distribué aux participants.

Le verre de l'amitié sera offert aux participants à l'issue de la réunion dans la Salle des Pas Perdus (devant la Salle du Conseil).

GROUPEMENT DES ANCIENS

La prochaine réunion du Groupement des Anciens du CERN, se tiendra le :

MARDI 5 MAI 1992, de 14h.00 à 17h.00
dans les locaux de l'Association du Personnel
Bâtiment 64 - R-002

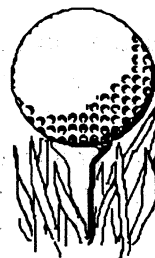
CONFERENCE DU SOIR DE L'ASSOCIATION DU MERCREDI 15 AVRIL

Nous remercions la personne qui a pris par erreur :

un anorak beige
une casquette grise

appartenant au Professeur Graetzel, de bien vouloir les remettre au Secrétariat de l'Association du Personnel - Bât. 64-R 002, afin que nous puissions les rendre à son propriétaire.

CLUBS



GOLF

The CERN golf club held its pre-season warm up at the Grand Avignon golf club on the weekend of the 4th/5th April. In spite of 10 centimetres of rain, a 60 km/hr Mistral, the hotel Campanile and the Père Anselme a very good time was had by all!

Some excellent performances were recorded. Peter Cetinich, Maurice Paccani, Richard Hopkins and Serge Long excelled themselves while, amongst the newcomers, John Evans, Claes Frisk and Ivon Kronqvist showed much promise for the coming season. Every lady member present deserved a prize for merely leaving the warmth of the clubhouse under such dreadful conditions, but Sarah Clarke, Carole Ponting, Caroline Thresher and Eileen Betty all showed themselves capable of playing good golf in all weathers.

Don't forget to mark in your diaries the evening of **Wednesday, 29th April** when our resident International referee, Paul Queru, will repeat his successful Rules Discussion evening. This will take place in the **Salle de Conseil, Building 503, at 18h00**. Paul will clarify all those knotty problems we have experienced in the past and give us perfectly legal ways of improving our scores. As last year, those who so wish may continue their discussions afterwards in a local pizzeria.

Inscriptions for this evening should be sent to Brian MOY, TIS/GS before Monday the 27th April, stating whether you will join us for the pizza afterwards.