

SAME CAUSE, SAME EFFECT?

We have recently read in the press that the governing board overseeing the Swiss *Écoles polytechniques* has just ordered the *École polytechnique fédérale de Lausanne* (EPFL) to hire onto its staff the one hundred or so long-term temporary staff responsible for the maintenance of its premises.

The supervisory body asks that this decision be applied retroactively. It will cost the EPFL millions in terms of arrears in salaries and Pension contributions. The *École polytechnique fédérale* has appealed against this decision. One does not doubt that the CGAS (*Communauté genevoise d'action syndicale*) will know how to make the best use of this decision. We will discuss it shortly with them within the framework of the Collectif of organisations which represent the personnel working on the CERN site.

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We remind you that since 1996 the "Collectif" is composed of representatives of the Staff Association, the *CFDT de l'Ain* (*Confédération française démocratique du travail*), the CGAS (*Communauté genevoise d'action syndicale*) and the *Groupeement des frontaliers*.

The aim of the "Collectif" is to obtain, for result-oriented contracts the application of rules allowing on the one hand loyal competition between firms contacted to bid for industrial support contracts, and on the other hand, protection of the staff concerned in cases of contract transfers from one firm to another.

To this end, the French and Swiss Unions, *l'Union des associations patronales genevoises* (UAPG) and the Association of French Employers, the MEDEF, discussed a draft Site Convention (see the Association's Website). Alone, the Association of French Employers refuse, for the moment, to give their agreement in principle to this draft Convention.

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Furthermore, the Association requests the hiring (according to our estimate between 300 and 400 persons are concerned), in a form to be defined, of the contract personnel whose activities cannot genuinely be included in a result-oriented contract. This would be politically, even legally, more correct, economically more profitable, and socially more just.

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