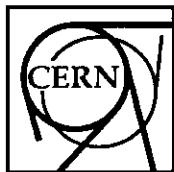


# Bulletin ASSOCIATION du PERSONNEL STAFF ASSOCIATION



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

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## STAFF COUNCIL MEETING, 1st OCTOBER

The CERN Staff Council met on the 1st October in the LEP Auditorium.

The Council examined a **draft of the new statutes for the Nursery School**, which is run by the Staff Association on the CERN site (known in short as the CERN Nursery School). Each year this school welcomes around one hundred children of CERN staff members, aged from two and a half years to six years. The aim of this new project, introduced by the Executive Committee after consultation with the teachers and the representatives of the parents, is to provide a clearer definition of the relative responsibilities of the Staff Association and of the Governing Committee, as well as to improve the efficiency of this Committee. Representatives of both the teachers and the parents were invited to this meeting and, after discussing the draft, **the Staff Council, approved unanimously a slightly modified version**. The Committee now has six members as opposed to thirteen, representing the Staff Association, the teachers and the parents.

The Executive Committee then reported on the situation of the discussions between the Staff Association and the Management on the directives regarding the application of the new career and advancement system. The Staff Council agreed to the line being taken by the Executive Committee.

Following this a **summary of the Finance Committee meeting on the 25th September** was presented to the Staff Council:

- **Rescheduling of CERN's debt to the Pension Fund**

The Finance Committee approved a new reimbursement scheme, presented by the Management in agreement with the Governing Board of the Pension Fund of 31 annuities fixed in 1991 prices. The **interest of 3,5% is maintained (over and above the Geneva cost variation index)** and from the 1st January 1992 the Fund will assume responsibility for its operating expenses (personnel and material), thus becoming autonomous of the Management. The two last points will be reviewed in five years time. The Staff Council **took note** of this information.

- **Non-residence allowance**

After 15 years of study of this allowance, the Finance Committee approved, but with one change, new regulations concerning the non-resident allowance proposed by the Management, and which the Staff Association had found acceptable, namely:

- extension of the radius of the local zone from 100 to 150 km,

- reduction of the number of years of residence in the local zone, before appointment, from 10 to 5 years, after which the person is considered as a resident,
- retention of the present level of the allowance without any time limit,
- introduction of an additional allowance, for staff members recruited outside a second radius of 500 km, awarded annually and equal to the cost of a home leave for the family; this allowance stopping when the staff member receives an indefinite contract.

The present local zone of 100 km infringes slightly Italy, but the Finance Committee requested the exclusion of Italy from the extended local zone of 150 km. In addition, the Committee proclaimed that these alterations were only "*a step in the right direction*" and that the **discussions should continue**.

Due to shortage of time the **Staff Council could only note this information**, to which it will return at its next meeting<sup>1</sup>.

- **Salary adjustment for 1 January 1992**

After a short discussion the Finance Committee took note of the estimated cost variation index for 1992 presented by the Management. The decisions will be made, as usual, at the December meeting.

The **Staff Council defined its position** on this aspect of the terms of employment, of crucial importance to all of us and to the good running of the Organization. The Executive Committee of the Staff Association will, **shortly issue a SPECIAL FLASH** on this subject.

**LOOK OUT FOR IT!**

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## COTISATIONS

### Message au personnel titulaire, boursier et attaché rémunéré.

Tout membre du personnel est membre de droit de l'Association du Personnel. La cotisation à l'Association est facultative, mais nous vous demandons de soutenir l'Association en contribuant volontairement.

Pour ce faire, le plus simple est de remplir l'autorisation permanente de prélèvement ci-jointe, étant entendu que vous pouvez modifier votre décision annuellement si vous le désirez.

## SUBSCRIPTIONS

### Message to CERN staff members, fellows and paid associates

All staff members are automatically members of the Staff association. The membership fee is optional, but we ask you to support the Association by paying this voluntary fee.

To do so, just fill in the attached form, which is a permanent debit authorization, which of course you can modify annually if you so wish.

<sup>1</sup>Considering the arguments put forward in favour of refusing the extension of the local zone from 100 to 150 km in Italy, and taking into account that when the limit of 100 km was fixed in the past it was based on language boundaries in Switzerland, the representatives of the Staff Association requested, at the meeting of the Standing Concertation Committee on the 9th October, that the radius of the local zone remain 100 km irrespective of the country.

# Bulletin ASSOCIATION du PERSONNEL STAFF ASSOCIATION

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## COTISATIONS

Veuillez remplir l'autorisation permanente de prélèvement ci-dessous et la retourner dûment signée, au Secrétariat de l'Association, pour le

**5 novembre 1991**  
(Dernier délai)

Deux (2) possibilités vous sont offertes:

- soit la cotisation SEULE,
- soit la cotisation ET l'assurance Perte de salaire.

### AUTORISATION PERMANENTE DE PRELEVEMENT

Je, soussigné(e), autorise le Bureau des salaires à prélever sur mon traitement du mois de NOVEMBRE de CHAQUE ANNEE, à partir de 1991 (sauf modification de ma part):

- COTISATION SEULE, soit 0,10% (pour 1991) de mon salaire de base annuel, connu au 1er novembre de chaque année (ce taux est fixé annuellement par l'Assemblée générale ordinaire):

OUI NON

- COTISATION (0,10% et ASSURANCE PERTE DE SALAIRE (0,10%), soit 0,20% de mon salaire de base annuel connu au 1er novembre de chaque année:

OUI NON

## SUBSCRIPTIONS

You are kindly requested to complete and sign the authorization slip below and return it to the Secretariat of the Association, before

**5<sup>th</sup> november 1991**  
(last deadline)

There are two (2) alternatives:

- either the subscription ONLY
- or the subscription AND insurance against loss of earnings.

### PERMANENT AUTHORIZATION TO DEBIT SALARY

I, the undersigned, authorize the Salaries Office to debit my salary for NOVEMBER of EACH YEAR, from 1991 (until further notice):

- by the SUBSCRIPTION, ONLY, i.e. 0,10% (for 1991) of my basic salary as of 1<sup>st</sup> November of each year (this rate is decided annually by the Ordinary General Meeting) :

YES NO

- by the SUBSCRIPTION (0,10%) plus the INSURANCE COVER AGAINST LOSS OF EARNINGS (0,10%), i.e. 0,20% of my basic annual salary as of 1<sup>st</sup> November of each year:

YES NO

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IDENTIFICATION .....

NOM / NAME : .....

Statut : .....

Prénom / First name : ..... Div. : .....

Mon autorisation est renouvelable chaque année, PAR TACITE RECONDUCTION, mais il est bien entendu que je pourrai modifier ma décision annuellement si je le désire.

*My authorization is RENEWABLE WITHOUT NOTIFICATION each year, but it is understood that I can change my decision annually, if I wish.*

Date : .....

Signature: .....