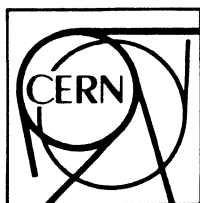


BULLETIN ASSOCIATION DU PERSONNEL

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STAFF ASSOCIATION

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Première réunion du nouveau Comité exécutif de l'Association

Le nouveau Comité exécutif de l'Association s'est réuni pour la première fois lundi et a procédé à un premier tour d'horizon et à l'établissement d'une **liste des actions prioritaires pour les prochains trois mois**. La répartition des postes et des tâches s'est faite en tenant compte des Statuts de l'Association et de ces priorités:

Michel Borghini	Président
Henry Atherton	vice-président
Claude Oberto	vice-présidente
Raymond Collomb	trésorier
Michel Hansroul	secrétaire
Derek Ball	responsable de l'information
Gérard Antoinet	}
Philippe Canard	} membres
Claude Despas	}

Le Comité exécutif a décidé d'améliorer le **suivi** des sujets en discussion avec la Direction (H.Atherton), de relancer **l'effort de formation des délégués** (Cl.Oberto), de **continuer et renforcer les relations avec le Conseil du personnel** (M.Hansroul), avec les représentants de l'Association dans les divers **Comités et Commissions** (G.Antoinet), avec **les délégués du personnel dans leur rôle à l'intérieur des Divisions** (Ph.Canard). La **comptabilité** de l'Association et celle du Jardin d'enfants sont déjà en cours d'informatisation (R.Collomb), **l'information interne et externe**, par ex. les relations avec les médias, doivent être améliorées (D.Ball, attaché de Presse); une étude des **Statuts de l'Association** en vue d'une révision éventuelle sera lancée (Cl.Despas).

Les représentants de l'Association au **Comité de concertation permanent** seront M.Borghini, H.Atherton, Cl.Oberto, M.Hansroul et D.Ball., sous réserve de l'approbation du Conseil du personnel.

Le Comité exécutif a décidé d'envoyer aux membres du Conseil du personnel copie de différents rapports sur **les Organisations coordonnées et les Communautés européennes**, afin de préparer des discussions qui commenceront à l'automne sur le renforcement des liens avec ces organismes.

Les récentes actions du personnel

Le Comité exécutif a analysé les actions menées récemment, la marche de démonstration et surtout **la grève du 28 juin**. Ces mouvements ont été très largement suivis et les faisceaux de particules et l'accès aux grands ordinateurs ont été bloqués pendant les 24 heures de l'arrêt de travail. Les réunions d'information **ont complètement rempli l'Amphithéâtre du bâtiment principal trois fois dans la journée**.

Au cours de ces réunions, les décisions prises le 26 juin par le Conseil du personnel ont été portées à la connaissance du personnel:

- **suspension des actions de longues durée prévues tant que les négociations avec la Direction se déroulent de façon satisfaisante.** Le Comité exécutif fera donc rapport au Conseil du personnel à la fin juillet, à la fin août et à la mi-septembre; le Conseil du personnel appréciera alors l'évolution des négociations.
- **appel au boycott autant que possible des produits français dans la vie privée, jusqu'à nouvel avis,** vu l'attitude singulièrement négative de la France lors de la réunion du Conseil du CERN le 22 juin, puisqu'elle a voté contre l'ajustement modique de 1% des salaires à partir du 1er juillet 1990, alors que les treize autres Etats membres ont voté pour, et vu les responsabilités sociales particulières qui lui incombent en tant qu'Etat hôte et le contraste de son attitude avec celle, très positive, de l'autre Etat hôte, la Suisse.

Ces réunions ont mis en évidence **la grande mobilisation du personnel** et nous espérons qu'elles ont été utiles à ceux qui y ont assisté ou participé. La grève a reçu un grand écho dans **la Presse et trois chaînes de télévision** (la Télévision Suisse Romande, FR3 et TV8-Mont-Blanc) se sont rendues sur le site pour en rendre compte. L'Association a reçu des télégrammes de soutien des représentants du personnel de nombreuses autres Organisations internationales.

Le bulletin de réponse individuel - cessation concertée du travail

A la demande de l'Association, le bulletin de réponse individuel sur la Cessation concertée du travail, distribué par l'Administration avant la grève, sans indication d'origine, a été réimprimé et redistribué. Signalons que la procédure, acceptée par l'Association en 1981, prévoit la possibilité d'un tel bulletin.

Signalons aussi que, dans cette même procédure, l'Association a réservé sa position au sujet du non-paiement du traitement pendant la cessation concertée du travail: ce point sera négocié avec la Direction..

Des améliorations pour le futur

Le Comité exécutif a également discuté **des améliorations à apporter à d'éventuelles manifestations futures** (consignes de grève plus claires et plus sévères, meilleure information des médias, amélioration de l'horaire d'arrêt de travail, **information en anglais** (sorry!), etc...). L'avis des délégués du personnel sur ces questions sera sollicité par écrit. **Tout membre du personnel** qui désire faire part de ses remarques et suggestions à ce sujet est encouragé à le faire par écrit également auprès du Secrétariat de l'Association.

Enfin, **une information** sur les raisons de nos manifestations, à destination des visiteurs et utilisateurs scientifiques du CERN, est en préparation.

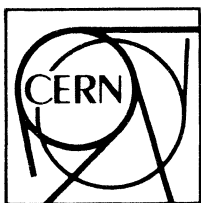
Les négociations avec la Direction

La première priorité va évidemment aux négociations avec la Direction, suite aux actions du personnel et aux décisions du Conseil de l'Organisation de la fin juin, négociations qui doivent commencer incessamment..

Mercredi 4 juillet, Direction et Association se rencontrent pour établir le cadre de ces négociations et son calendrier. **Vous serez tenus informés!**

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STAFF ASSOCIATION

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First meeting of the new Association's Executive Committee

The Association's new Executive Committee met for the first time on Monday. After a tour d'horizon it drew up a **list of priorities for the next three months**. **Special responsibilities** were allocated in accordance with the Association's Statutes and with these priorities:

Michel Borghini	President
Henry Atherton	Vice-President
Claude Oberto	Vice-President
Raymond Collomb	Treasurer
Michel Hansroul	Secretary
Derek Ball	Information officer
Gérard Anthoinet	Members
Philippe Canard	
Claude Despas	

The Executive Committee decided to improve **the follow-up** to the topics under discussion with the Management (H. Atherton), **to revitalize training for staff representatives** (C. Oberto), **to maintain and strengthen contact with the Staff Council** (M. Hansroul), and with the Association's representatives on the **various committees and boards** (G. Anthoinet) and **with staff delegates in their work in the Divisions** (P. Canard). **The accounts** of both the Association and the Nursery School are already being computerized (R. Collomb), **information both inside and outside CERN**, e.g. relations with the media, is to be improved (D. Ball, press attaché); the **Association's Statutes** will be reviewed and possibly revised (C. Despas).

The Association's representatives on the **Standing Concertation Committee** are now M. Borghini, H. Atherton, C. Oberto, M. Hansroul and D. Ball, subject to the approval of the Staff Council.

The Executive Committee has decided to send copies of various reports on the **Coordinated Organizations and the European Communities** to the members of the Staff Council by way of preparing discussions which will start in the autumn concerning the strengthening of ties with these organizations.

Recent staff action

The Executive Committee considered the recent actions: the demonstration and **the strike on 28 June**. There was a large measure of support for these actions and there were no beams or access to mainframe computers during the 24 hours' work stoppage. **The auditorium in the Main Building was full to overflowing at all three information meetings.**

The staff were told about the decisions taken by the Staff Council on 26 June:

. **the long-term action planned will be suspended provided that the negotiations with the Management proceed satisfactorily.** The Executive Committee will report to the Staff Council at the end of July, August and in mid-September. The Staff Council will then assess the outcome of the negotiations.

. **private boycott of French products where possible until further notice,** given France's particularly negative attitude at the CERN Council session on 22 June. France voted against the small adjustment of 1% in salaries from 1 July 1990, whereas the thirteen other Member States voted for. France also has special social responsibilities as a Host State and there is a big contrast between its attitude and the very positive attitude of the Switzerland, the other Host State.

These meetings **proved that the staff are mobilized** and we hope the meetings were useful to all those taking part. The strike was very well reported in the press and three television channels (French Swiss television, FR3 and TV8 Mont-Blanc) filmed live on site. The Association has received telegrams of support from staff representatives of many other international organizations.

Individual reply paper - concerted work stoppage

At the Association's request, the individual reply paper on the concerted work stoppage which the Management distributed before the strike, without saying who had written it, has been reprinted and redistributed. We remind you that there is provision for this paper under the rules accepted by the Association in 1981.

The Association has reserved its position with regard to the non- payment of salaries during the concerted work stoppage. This is to be negotiated with the Management.

Improvements for the future

The Executive Committee also discussed **improvements in the event of further demonstrations** (clearer and more rigorous instructions, better briefing of the media, more appropriate schedule for the stoppage, more **information in English** (sorry...). The staff delegates will be invited to give their opinions on these matters in writing. **Anyone member of the personnel** who wishes to comment or make proposals is encouraged to write to the Association's secretariat.

Background information on the reasons for our demonstration and strike is being prepared for the visitors and users of CERN.

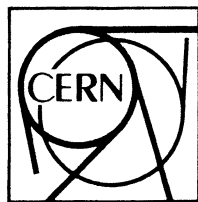
Negotiations with the Management

Our first priority is obviously the negotiations with the Management in the light of the staff's actions and the decisions of the Organization's Council at the end of June. These negotiations will start immediately.

Wednesday, 4 July: the Management and the Association will meet to decide the scope of their negotiations and the timetable. **You will be kept informed.**

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CERN'S DEBT TO THE PENSION FUND AND THE PERSONNEL BUDGET

The size and growth of the debt in 1989

CERN's debt to the Pension Fund stood at 314 MCHF in 1988 and 341 MCHF in 1989, a figure equal to some 19% of the Fund's total assets and more than 80% of the annual personnel budget. *"Interest on the debt is charged at 3.5% and the cost-of-living index in Geneva is applied. These two items comprise the service of the debt but have so far been almost entirely added to the debt itself. The increase recorded in 1989 is mainly attributable to this cumulative effect"* (Annual Report of the Pension Fund for 1989, CERN/1805-CERN/FC/3314).

The initial debt and its origins

The debt originated in the introduction of the complementary pensions system in four steps, from 1981 onwards, which involved an increase in contributions to the Fund and the buying back of contributions in order to validate years of service by the personnel and beneficiaries. ESO paid its part, but, due to the cost of LEP construction, the CERN Council, on a proposal of **Swiss Delegation** decided to defer payments, whence the creation of the initial debt.

The creation of a debt did not go uncontested since, for example, **the Norwegian Delegation** wrote warning that:

[.....] *"As for the pension complements, we find it troublesome to join the Swiss proposal, not because we necessarily find the offer excessive, but for practical reasons and reasons of principle.*

Firstly, if the organization takes on social obligations, they should have first priority and be met in full [.....].

Secondly, no delegation can commit themselves to any given budget for more than one year at a time. Commitments that are not met today, will not be binding next year or in any future years, strictly speaking.

Thirdly, I cannot imagine that the pressure on the CERN budget will be less in the years to come, even after the commissioning of the first stage of LEP. There will be a pressure for a further upgrading of existing equipment, for experiments, detectors, etc.

If we cannot meet the costs of social improvements now, I can hardly see how they are more likely to be met in the future, when the financial restraints will in all likelihood be more stringent than today [.....] (Annex to the Report by the Chairman of the Working Group on CERN Pensions, CERN/1408, June 1981).

*At a later date, the **Netherlands Delegation** had noted that "in the Netherlands acknowledgement of long-term debts usually required parliamentary approval. The legal basis for accepting the present recommendations seemed therefore rather insubstantial. His delegation could therefore not recognize any debt for future years and would abstain in any vote on the recommendation" (CERN/FC/2673, November 1983),*

*while for the **Swedish delegation**, "the Member States had, in effect, borrowed from the Fund by not meeting the Organization's obligations" (ibid.),*

*and the **German Delegation** considered that "the CERN Pensions Fund did not have independent legal status. By acknowledging the Organization's debt to the Fund and confirming the amortization schedule, the Member States were not committing themselves beyond their normal contributions to the Organization but were merely giving a certain priority to this debt within the budget framework" (ibid.)*

Repayment schedule for the debt

With these reservations, the debt corresponds to a financial undertaking approved by the CERN Council for a schedule that includes interest payments and reimbursement of capital. The latest schedule was approved by Council in 1987 to take account of the introduction of the fourth step in pensions and is shown in the Annual Reports of the Fund for 1987 and 1988.

This schedule provided that the portion corresponding to the missing contributions should stop increasing from 1991 onwards and be totally paid off by 1998.

It also provided that, for the portion corresponding to the annual back-payments, the interest would be added to the debt until 1989; from 1990 onwards, the interest would have to be paid by the Organization and the repayments of capital must begin in 1998 and be completed by 2013.

Early departures

The CERN Management subsequently added to the initial debt some of the costs connected with the 1985 and 1988 early departure programmes, a figure amounting to 25 MCHF at the end of 1989. To the best of our knowledge, Council has not given formal approval either to this debt, which stems from its refusal to give the Management the necessary additional tools for its policy of staff reductions, or to the repayments schedule.

Development of the debt since 1983

Year	1983	1984	1985	1986	1987	1988	1989
Debt in MCHF 1990	170	186	199	216	307	332	352
Debt as a % of Fund's assets	14.9	14.9	14.9	15.1	19.4	19.2	19.0

Recent situation

The Management demands rescheduling of the debt

In 1989, CERN paid out 6.8 MCHF for early departures (but the corresponding part of the debt, however, had risen by 7 MCHF between the beginning and end of the year), together with 3.6 MCHF stemming from the initial debt (as against the 4.8 MCHF provided in the repayments schedule); in addition, almost the entire 0.5% supplementary contribution for stabilization of the technical deficit was added to the debt. This amounted to 1.5 MCHF.

Beginning in 1990, the Organization will have to meet ever heavier debt-repayment obligations, which will make it difficult to comply with the 1987 repayments schedule. The Budget of the Organization for 1990 (CERN/FC/3253) makes provision for a repayment of 10.3 MCHF for early retirements, and an amount of 8.6 MCHF as debt servicing and repayment of the initial debt, instead of the 11.6 MCHF (at 1989 prices) given in the schedule.

On the recommendation of the internal Working Group on Pensions, apart from the Staff Association representative (CERN/FC/3334), the CERN Management, which had managed to have the 1987 repayments schedule, updated in 1989 prices, withdrawn from the Fund's Annual Report for 1989, is therefore requesting rescheduling of the debt, including any possible future contribution increases to the Fund (CERN/FC/3333).

At its meeting on 23 May, the Governing Board of the Pension Fund showed its vigilance by demanding that the rescheduling should be drawn up in agreement with itself and that the level of the CERN debt should not exceed 20% of the Fund's total assets, though the CERN Management wanted it to be raised to 25%.

Budgetary shortfalls

We must repeat that the Organization's budgets prevent it from both complying with its social obligations as an employer and carrying out ambitious and dynamically scheduled new projects that would guarantee the future of scientific research in Europe.

*
* *