

STAFF\_ASSOCIATION@MACMAIL.CERN.CH

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## Staff Council meeting, 14 October 1993

The Staff Council held on 14 October its first meeting since the approval of the modernised Statutes of the Staff Association. It applauded our two friends, the representatives of the pensioners, who are now full voting members instead of observers.

### Report of the activities of the Executive Committee

**Restaurant Supervisory Committee.** The Council held a short discussion on proposals to modify the composition of this committee. It instructed those delegates interested to reach agreement outside of the meeting on this question which had been raised by the Administration.

**Opening of posts for Staff Members.** The Staff Council took note of the opening and publication of nine posts, for an administrative assistant/secretary, three physicists, an engineer (programming), a mechanical engineer, two technicians or technical engineers (mechanical) and a technician or technical engineer (electronics), of which five are open for external recruitment, all for the services of the Director General. It noted that these posts are open for functions concerning work for which the Association can find no trace in the official documents which it has.

The Staff Council is fully aware of the present shortage of staff and the strict limits imposed on the opening of posts for current official activities and projects. Hence it expressed its complete amazement at this news and it instructed the Executive Committee to write to the Director General asking for an explanation, with a copy to the Director General Designate.

**Evaluation of the MOAS system.** The Executive Committee informed the Council that 316 replies of the 378 constituting the representative sample, had already been received by the Association. Some of them have already been sent to the University of Neuchatel, which expects to be able to supply its report at the beginning of November

**Finance Committee Meeting.** The Staff council heard a report on the points discussed during the meeting of the Finance Committee on 6 October, in particular on the salary index and social contributions for 1994. The calculated figures are:

|                                                     |                       |
|-----------------------------------------------------|-----------------------|
| weighted average salary adjustment                  | 4.53%,                |
| increase of staff contribution to health insurance  | 0.21% of basic salary |
| Increase of CERN's contribution to health insurance | 0.38% of basic salary |

In addition, under the agreements negotiated in 1990, contributions to the Pension Fund will also increase in 1994:

|                                         |                       |
|-----------------------------------------|-----------------------|
| average increase of staff contribution  | 0.31% of basic salary |
| average increase of CERN's contribution | 0.62% of basic salary |

The Staff Council was informed of the declarations of certain delegations of the Member States according to whom the increase of salaries should not exceed 0% and the increase for health insurance should be shouldered completely by the staff. It noted that discussions must be held quickly with the Management to prepare for the end of the year.

**Concertation with the staff and New method for the annual salary adjustment.** The Staff Council was informed of recent events on these subjects. These two documents, established by the Management in concertation with the Association, were presented to the CERN Council in June, which has not accepted them, but sent them back to the Management for discussion with the Association.

In August, the Management prepared two revised documents, supposedly representing the decisions of the CERN Council according to the President of Council, but also, it seems, taking into account letters written by delegations after the June meeting. These documents were drawn up by the Management **without concertation with the Association, despite assertions to the contrary in the documents.**

On 15 September, the Standing Concertation Committee unanimously recommended the Director General not to send these documents to the Delegations of the Member States and to withdraw them from the agendas of the Finance Committee and Committee of Council of 6 and 7 October. Nevertheless the two documents were sent (it must be stated that one of the two documents had been sent **before** the SCC meeting without telling the Association...), withdrawn from the agenda of the Finance Committee, but retained on that of the Committee of Council, under Other Business, for information. These are now supposedly the documents submitted for re-negotiation with the Association.

**Revision of Staff Rules and Regulations.** The Council took note of the following information: the general revision which is in progress has resulted in forty meetings of an internal working group of the Administration (called IWG/SRR). This group has produced two documents which have been discussed within the Management and submitted to the Standing Concertation Committee.

One of them concerns a new contract policy for Staff Members according to which the majority of the personnel recruited would have contracts without security. The other document concerns a new definition of categories of members of the personnel (Staff Members, Fellows, Associates, Students, etc.) defining those who are employed by CERN and those who are not.

The document on contracts has been discussed since July during seven meetings of a small subgroup of the SCC which was formed in the Autumn last year, to prepare the work of the SCC on this revision of the Rules and Regulations.

But it has proven difficult to have fruitful discussions on documents already approved by the Management and it would be better to discuss the problems to be solved and possible solutions at an earlier stage. Several meetings have taken place, in particular with the members of the IWG/SRR Group to try to solve these difficulties. An agreement was reached to modify the composition of the SCC subgroup to include all the members of the IWG/SRR Group. This proposal was presented to the SCC, which agreed to it during its meeting of 13 October.

But the next day, during a restricted meeting to draft a note for the Director General on this subject, the Administration came with verbal legal objections even to the formation of the subgroup of the SCC... The Association asked to receive these legal objections in writing so as to be able to study them.

In view of this imbroglio the Staff Council decided to suspend the discussions on these draft modifications of the Rules and Regulations whilst the procedure was not clarified.

**Conclusions.** The Staff Council decided that it should inform quickly and in detail all the personnel of the problems it has met and to prepare the end of year meetings. It decided to hold an extraordinary meeting on 26 October to study what actions to take rather than wait for its ordinary meeting on 9 November,

In addition, the Staff Council encouraged the Executive Committee to continue the informal contacts with the next Management to organise normal working relations from the beginning of next year.

## Internal Activities of the Association

**Matters arising from the Extraordinary Assembly General of the personnel on 29 September.** The Staff Council took note that the Executive Committee had informed the Director General of the decisions of the General Assembly on the Statutes of the Association the day after, and that it had asked him to judge their compatibility with the aims and activities of the Organization and with its character as an international body.

The Council took note that the membership application and subscription forms had been sent to all the members of the personnel. This year, two texts had been prepared, one for established members (Staff Members), and the other, which is new, for non-established members. It approved the steps proposed by the Executive Committee and the results of the negotiations undertaken to renew the contract for the insurance against loss of salary, which allows to keep for 1994 the subscription of members of the Association to 0.1% of the salary insured.

**Mini-assizes of the Association on Health Insurance.** The Executive Committee is organising for the members of the Staff Council an all day meeting on the various aspects of the Health Insurance on Friday 22 October. A file containing all the basic documents has been distributed. The regular and significant increase in health costs obliges a profound examination of the Health Insurance. A large part of this day will be devoted to information, followed by initial discussions which must be continued a later date. The Members of the Council have been strongly encouraged to participate.

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**Late news – Salary Index for 1994.** We have learnt that, without any discussion with the Association, and without any warning, the Management presented to the Committee of Council, on 7 October, two tables, one where the salary index is 4.53%, as calculated according to the method in force, and the other where the salary index is 0.68%, "to preserve take-home pay"<sup>1</sup>.

We must be united!

If you have not already done so, fill in and return your membership application and subscription to the Staff Association!

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<sup>1</sup> For those of you who wish to understand the figures: the percentages of contribution to the Health Insurance would be higher than those mentioned above if the salaries are not indexed according to the value calculated by the method in force.

## ATTENTION!!! ATTENTION!!!

Suite à l'approbation des nouveaux statuts de l'Association du personnel par l'Assemblée générale extraordinaire du 29 septembre, nous vous signalons encore une fois qu'il est **impératif** de remplir le formulaire ci-dessous, qui vous a déjà été adressé personnellement, si vous voulez adhérer à l'Association et si vous désirez souscrire à une assurance perte de salaire. Ceci est valable pour les **nouveaux adhérents et également pour ceux qui cotaient par le passé.**

⇒ **L'autorisation permanente antérieure n'est plus valable** ⇐

Following the approval of the new statutes of the Staff Association at the Extraordinary General Assembly on 29th September 1993, we would like to remind you that you **must** complete the form below (a copy of which was sent to you individually recently) if you wish to join the Staff Association, **and** if you wish to have insurance cover in case of loss of salary. This applies both to **existing and new members.**

⇒ **Any previous permanent authorization is no longer valid** ⇐

### COTISATIONS

#### TITULAIRES

Si vous désirez être membre de l'Association du personnel CERN, deux possibilités vous sont offertes:

- **cotisation seule** selon le taux fixé par l'Assemblée générale,
- **cotisation et assurance perte de salaire**, selon les deux taux fixés par l'Assemblée générale.

Après avoir fait votre choix, veuillez remplir l'autorisation permanente ci-dessous et la renvoyer signée au Secrétariat de l'Association du personnel avant le

**30 novembre 1993**

dernier délai

Bien entendu, vous pourrez modifier votre décision les années suivantes si vous le désirez.

### SUBSCRIPTIONS

#### STAFF MEMBERS

If you wish to be a member of the CERN Staff Association, two options are available:

- **subscription only**, according to the rate fixed by the General Assembly,
- **subscription and insurance cover in case of loss of salary**, according to the rates fixed by the General Assembly.

After having made your choice, please complete the permanent authorization slip below and return it, duly signed, to the Staff Association Secretariat before

**30 November 1993**

deadline

Obviously you can modify your decision in the years which follow if you so wish.

#### AUTORISATION PERMANENTE DE PRELEVEMENT

Je, soussigné(e), autorise la Division des finances à prélever sur mon traitement du mois de **décembre de chaque année**, à partir de 1993, sauf modification de ma part

- ☐ cotisation seule
- ☐ cotisation et assurance perte de salaire

Mettre une X dans la case correspondant à votre choix.

#### PERMANENT AUTHORIZATION

I, the undersigned, authorize the Finance Division to debit my salary for **December each year**, as from 1993, until further notice

- ☐ subscription only
- ☐ subscription and insurance against loss of salary

Please put an X in the appropriate box.

Nom/Name: .....

Prénom/First name: .....

Identification No: .....

Division: .....

Mon autorisation est renouvelable chaque année, **par tacite reconduction**, mais il est bien entendu que je pourrai modifier ma décision si je le désire (avant le 25 novembre chaque année).

*My authorization is **renewable without notification** each year, but it is understood that I can change my decision if I wish (before 25 November each year).*

Date: .....

Signature .....