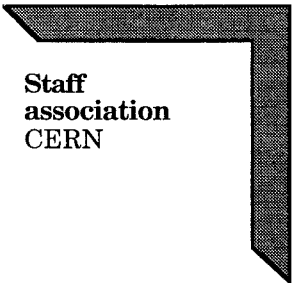


INFORMATION

Association
du personnel
CERN



Staff
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13 June 1995

ORDINARY MEETING OF STAFF COUNCIL, 8 JUNE 1995

Summary: Open Letter to the Director General – TREF, External Relations – Statutes of the Staff Association – Actuarial Study of the Pension Fund.

The meeting of the Staff Council was opened at 14.30, with Lorenzo Resegotti in the chair.

1. Activities of the Executive Committee

1.1 Open Letter to the Director General

The Staff Council was informed of events following its decision of 11 May to send an open letter to the Director General.

This letter was sent to the Director General on Thursday 18 May and published in bulletin n° 21 & 22, dated 22 May. Apart from a brief and frank exchange of points of view between the Director General and the President and a Vice-President of the Staff Association, during the coffee break of the TREF meeting the following day, no official reply to the request of the Staff Association had been received by Monday 29 May. Hence at its usual weekly meeting that day the Executive Committee decided to write to the Director General again, informing him that it saw no point in the circumstances attending meetings of the Standing Concertation Committee, in particular that scheduled for the Wednesday 31 May.

Following receipt of this second letter by the Director General, the President and a Vice-President of the Staff Association met with him and the Head Of Administration on Wednesday evening. At that meeting, the Director General proposed to hold the next week the first of a series of informal meetings between members of the Management and the Association. This offer was accepted by the Executive Committee the next morning, and announced in bulletin n° 23 dated 5 June.

As also announced in the bulletin n° 23 the Director General replied to the first open letter by a private letter, which was shown to the members of the Staff Council.

Council was informed that the informal meeting between members of the Management and the Staff Association, had discussed a list of items which had been drawn up by the Staff Association at the request of the Director General. During the four hour meeting a preliminary exchange of points of view on many of the items had taken place, and it was agreed to hold the next informal meeting towards the middle of July to discuss some in more detail. It was also agreed that the next SCC meeting on 13 June would draw up detailed planning.

The view of the Staff Association representatives who had participated in the meeting was that it had taken place in a constructive atmosphere, and the preliminary results were positive. It clearly demonstrated the need for regular informal meetings between the Management and the Staff Association. The Staff Association hoped that real progress could be made quickly on the many topics under review this year.

1.2 Tripartite Employment Conditions Forum (TREF) 18 and 19 May

The fears of the Staff Association prior to this meeting had been spelled out in the open letter; namely that the Management was presenting documents on subjects, which had not been the subject of concertation in the SCC, and on which it seemed to have no clearly defined policy, leaving the initiative to the delegates of the Member States.

The Staff Council was informed that these fears had unfortunately been only too true. Presenting documents for information inevitably led to the delegates discussing them, expressing their ideas

on changes, even taking straw votes! The meeting had only lasted one day, and it is doubtful that it represented “good value for money” for the delegates of the Member States. Perhaps this is why quite a few Member States did not send a representative. Present were representatives from the Netherlands, Germany, Hungary, Italy, Poland, Portugal, Switzerland, plus Norway also representing, Denmark, Finland and Sweden.

It was decided to cancel the June meeting of TREF because of clashes with other official CERN meetings. The next meeting will take place on 29 August (afternoon) continuing on 30 August (full day).

1.3 External Relations

A meeting of PSI International Affiliates took place at the ILO on 22 May 1995. CERN was represented by its President and a Vice-President. A brief summary of this meeting was presented to the Staff Council. The conclusion drawn was that main forum for advancing the rights of International Civil Servants was YORICS (see below), but that PSI and YORICS would work closely together.

The third meeting of YORICS (Yearly Organizing Reunion of International Civil Services) took place at the WIPO on 23 & 24 May 1995.

This meeting had been attended by four participants from the bureau of the Staff Association. A report of this meeting was given to the Staff Council. A considerable number of decisions were taken including:

- The participants agreed that the time had come to set up a structure for the work of YORICS, which had for the past 18 months been working only on an ad hoc basis. Hence it was decided to establish a preparatory committee to found an organization to promote the rights of international public sector workers. This Committee would draft Statutes and establish the budget of the new organization. A founding meeting would be held later this year, at which YORICS delegates should be prepared to make financial commitments.
- Members of YORICS should promote the New York Declaration. In particular FICSA would be addressing the ILO General Conference in June and would open its delegation to YORICS participants, to lobby during the ILO session. FICSA’s statement would consist of two parts: the first dealing with UN system matters; the

second to include an announcement that FICSA was speaking in the name of all international civil servants, naming the organizations involved, stating that a single body was being formed to advance their rights, introducing the New York Declaration and highlighting the decisions of the Copenhagen Summit regarding workers’ rights. The CERN Staff Association would be represented by its President.

- Since a cohesive legal appeals strategy was seen to be an effective tool to safeguard and improve staff rights, it was agreed to establish a Legal Advice Facility, and an information network.

Statutes of the Association

The Executive Committee presented two categories of changes to the Statutes of the Staff Association, which it suggested should be proposed to the Annual General Assembly in October. The first category, concerning changes to take into account reservations expressed by the Director General, were agreed by the Staff Council. In the second category, following observations by numerous delegates, it was agreed to discuss them further in an extended meeting of the Executive Committee.

Actuarial Study of the Pension Fund

The interim report of the actuary of the Pension Fund had been presented to the Staff Council by G. Maurin on 11 May. This report provoked disquiet and since then a number of delegates had studied the figures in more detail, and an extended Executive Committee had discussed their work. The conclusions were presented to the Staff Council and debated. In view of the importance of this topic it was agreed as a matter of urgency, that the representatives of the Staff Association on the Governing Board of the Pension Fund should raise a number of points at the next meeting of this Board and that they should request supplementary studies by the actuary.

PROTON 95

Due to the lack of time it was decided that the presentation and discussion of the planned PROTON 95 devoted to the objectives of the Association would take place at the Assizes of the Association on 15/16 June.

The meeting closed at 18.00.