

ASSOCIATION DU PERSONNEL

Les informations paraissant dans la rubrique «Association du personnel» sont publiées sous la seule responsabilité de l'Association du personnel du CERN.

STAFF ASSOCIATION

The information presented in the Staff Association section of the Bulletin is published under the sole responsibility of the CERN Staff Association.

Dans le Bulletin 45, du 3.11.1986, nous avons voulu rendre un dernier hommage à notre collègue

Werner KOHL

décédé le 22 octobre dernier.

Nous publions donc, avec une semaine de retard, les versions anglaise et française des articles parus dans le BUH 44 du 27.10.86.

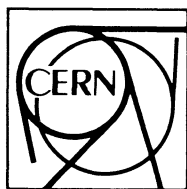
L'A.P. DEMENAGE !

Finis les Baraques !! L'A.P. s'est fixée (enfin!) dans de nouveaux locaux, au rez-de-chaussée du Bâtiment 64 (ancien PIO), réaménagés pour accueillir le personnel qui y travaille de façon permanente.

Sa nouvelle implantation sur un lieu de passage important (à proximité de la Cafétéria, restaurant, banque, poste, etc..) devrait faciliter les rencontres entre l'Association et ceux qu'elle représente. N'hésitez surtout pas à venir nous voir lors de votre passage dans le Bâtiment Principal (Main Building). Vous y serez toujours les bienvenus, soit pour parler de vos problèmes, soit pour vous informer sur les activités de l'Association.

En outre, la proximité du complexe informatique NOTIS permettra à l'Association de s'intégrer dans le système de traitement de texte de l'Administration et d'autres Divisions, et d'avoir accès au réseau informatique du CERN, ce qui aura comme gros avantage de faciliter la circulation des informations par le moyen du courrier électronique.

Désormais aussi proche du Conseil du CERN, l'A.P. pourra mieux faire entendre sa voix et améliorer la collaboration et la communication entre tous ceux, qui ensemble, forment le CERN.



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WORKING GROUP ON CERN PENSIONS

19th and final meeting - 14 and 15 October 1986

As it has fulfilled the mandate entrusted to it by the Council, the Working Group held a final meeting to discuss the review of the Rules of the Staff Insurance Scheme.

The meeting was preceded by a meeting of an editorial sub-committee chaired by Ambassador Frochaux (Switzerland), the members of which included Mr. Leclerc (France), Mr. DNrr (Federal Republic of Germany) and representatives of the Administration and the Staff Association.

The points covered by the review fall into two categories:

1. Points which are direct consequences of Council decisions regarding the 'fourth step'.

For example :

- a) Introduction of a reference salary (= basic salary x coefficient C, published inter alia in the Weekly Bulletin).
- b) Revision of the level of benefits.
- c) Revision of contributions by the staff and the Organization.

The question of applying reduction factors to the pensions of staff retiring between the ages of 60 and 65 years was not discussed at the meeting: it will be studied by an internal group which will report to CCEC in February 1987.

2. Points that have arisen since the last review of the Rules in 1976.

The two main matters discussed were the following:

- a) the replacement of the widows' pension by a pension for a surviving spouse.

While all the delegations who gave their views on the matter were in agreement on the principle, the discussion centred mainly on the cost of this measure. The proposals made by delegates varied from the suggestion that its cost should be borne entirely by the staff to the suggestion that it could be financed by a reduction in widows' pensions. Only one Delegation agreed that the cost should be shared between the staff and the Organization in the ratio accepted for the '4th step' as proposed by the Administration and the Staff Association. The Association pointed out, moreover :

- that married women pay the same percentage contributions as men and that they should therefore receive the same benefits ;
- that the estimated cost of the measure (7 million Swiss francs in 35 years) was very small in relation to the total value of future benefits (1926 million Swiss francs according to the 1985 Annual Report) ;
- that if the principle were accepted, it should be implemented by all parties and not by the staff alone: it would be a return to the 18th century if staff had to bear the full brunt of providing for social security !
- that the measure had already been proposed back in 1975.

The compromise solution was to round up staff contributions from 6.79% to 7% of the reference salary and those of the Organization from 14.95% to 15%. That would make it possible to cover, in addition to the cost of the pension paid to widowers, a series of less expensive measures described below.

The Staff Association pointed out that yet again the rounding-up of the contribution figures was at the expense of the staff.

b) Indexation

A proposal was made that pensions should be adjusted at the same time and in the same way as salaries. Thus, the CERN Council would have taken a single decision each year on the adjustment of salaries and, accordingly, of pensions. That would have contributed to the technical balance of the Fund and would have been a guarantee of indexation for beneficiaries, who would have had their fate linked to that of active members of the staff.

In spite of all the efforts of the Administration and the Staff Association - which also pointed out that similar measures existed in a number of the Member States and in the Co-ordinated Organizations - only a compromise wording could be agreed upon.

While not ruling out a link between the indexation of salaries and pensions, the proposed text is much vaguer and leaves the Council greater room for manoeuvre.

The other main points discussed and accepted were:

- . abolition of the Savings Fund;
- . elimination of medical reserves;
- . introduction of an article stating who the Fund's resources belong to and making it clear that they shall be used solely to provide social security benefits ;
- . replacement of the age limit of 60 years for a member or a former member of the staff governing the right to a pension for a surviving spouse by a condition relating to a minimum duration of the marriage;
- . various administrative changes, including a change in the title of the Scheme to Pension Fund from Insurance Scheme.

The report of the Working Group will now be forwarded to CCEC, and then on to the Finance Committee and the Council in December 1986.

The meeting marked the end of a long and fruitful period of collaboration between Member States' Delegates, the CERN Administration and the Staff Association, the latter represented by Mr. D. Dekkers, Mr. E. Chiaveri, Mr. M. Doran and Dr. G. Maurin. Under the chairmanship of Mr. Gigliarelli-Fiumi, benefit levels have been successively raised, with a corresponding increase in contributions; principles concerning guarantees in the event of dissolution of the Organization have been introduced, together with ways of stabilizing the technical deficit; the Council has authorized pensioners to remain members of the CERN Health Insurance Scheme and the Rules of the Fund have been revised and improved.

* * *

Despite the winding up of the Working Group there remain a number of important problems to discuss, which we will be coming back to at a future date.