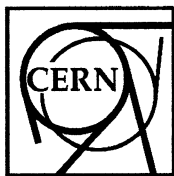


Bulletin ASSOCIATION du PERSONNEL STAFF ASSOCIATION



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

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

Siège: Genève, Suisse
Seat: Geneva, Switzerland

STAFF_ASSOCIATION@MACMAIL.CERN.CH

Tel. 2819/4224

Original : French

12th February 1992

STAFF COUNCIL MEETING 11 FEBRUARY 1992

The Staff Council met in ordinary session on the 11th February at 14.30

SCC The Council first heard a report on the meeting of the Standing Concertation Committee held on Tuesday morning the 4th February (see under Official News in Bulletin N^o 8/92) accompanied by some observations. The mode of working and the programme of work of the SCC will be examined at its meeting in March.

MOAS It then heard a status report on the merit-oriented advancement policy based on career paths (MOAS):

- provisional statistics presented by the Head of Personnel Division at the SCC showing, in particular, the number of staff members who will profit of a change in grade on the 1st March 1992, as a result of the initial designation of career paths;
- the President and the Vice-Presidents of the Association had been invited to the Management Board meeting held in the afternoon of the 4th February:
 - there they had heard the reports given by the Division Leaders: it appears that, due to the individual interviews followed by written comments, the principle of which the Association had had approved last September, it had been possible to treat a certain number of cases positively;
 - the need to inform the personnel on the next stage following the implementation of MOAS (criteria for future changes of career paths, awarding of double steps and exceptional advancements) was emphasised by numerous speakers;
 - the Director General accepted there and then a number of the requests made by the Association in its open Letter on MOAS¹ dated the 29th January and a written reply to each request will be prepared for presentation at the meeting of the SCC on the 19th February;
 - the official written notifications of the initial attribution of career paths will be sent out, by Personnel Division, on the 14th February;

¹ see Bulletin n^o 7/92

- modifications of these decisions resulting from a re-examination of the criteria which are being discussed by the Career Path Advisory Commission or as a consequence of an appeal, will take effect as from the 1st March 1992;

- it is foreseen that appeals will be made: the Staff Council, following a proposal of the Executive Committee, agreed that the Association will help all those who decide they wish to make an appeal. The arrangements will depend upon the number of appeals.

AUSTRIA The Council looked into the contribution for health insurance in the case of part-time staff: new regulations which were published last year and which have been applied since January have provoked numerous reactions from those concerned: at CERN, contributions are a fixed percentage of the basic salary; however part-time staff are now obliged to contribute, and on the basis of a full-time salary which they do not get.

As proposed by the Executive Committee, and to respect the principle of equal treatment between those working full-time and those working part-time, the Council:

- approves that the insurance should be obligatory and part-time staff should contribute;
- asks that this contribution be based on the actual salary they receive.

The Executive Committee was instructed to seek the Management's agreement that this request would be implemented rapidly.

Pension Fund The Staff Council agreed with acclamation, the nomination, by the Governing Board of the Pension Fund, of L. Resegotti, as alternate to C. Zilverschoon, observer for the pensioners in the Governing Board; he will replace H. Horisberger who wishes to resign.

Follow-up of the Resolution voted by the Staff Council, 9th January¹ This part of the meeting was held in camera, to keep certain information confidential.

The Executive Committee reported on its study of the possibilities of legal actions to defend the past and future rights of the personnel. It seized the opportunity, to mention that two members of the personnel had just gained an appeal to the Administrative Tribunal of the International Labour Organisation, with the invaluable assistance of one of the legal advisers of the Association.

On the proposal of the Executive Committee, the Staff Council approved the principle of an action designed to have respected agreements, regulations and procedures. This action will be made public as soon as the practical details have been finalised.

The meeting finished at 17.30

* * * * *

¹ see Bulletin n^o 4/92

ELECTIONS A LA COMMISSION DU FONDS D'ENTRAIDE

Comme chaque année la Commission du Fonds d'Entraide doit procéder au renouvellement d'une partie de ses membres.

Conformément à l'article 6 du Règlement du Fonds d'Entraide, **3 membres de la Commission 1991 sont démissionnaires**, et doivent être remplacés.

Tout membre du Personnel est éligible. Si vous êtes prêt(e) à consacrer environ 2 heures par mois de votre temps de travail pour aider vos collègues, n'hésitez pas à vous joindre à cette Commission autonome et prête à l'écoute.

Les candidatures doivent être déposées avant le 13 mars 1992. Les formulaires peuvent être obtenus auprès de **B. Duthion/PPE (6014) ou L. Braize/PPE (7196)** qui pourront vous donner de plus amples renseignements, et vous adresser une copie du Règlement du Fonds d'Entraide.

.....

NOM, Prénom :

.....

Division :..... Tél. :.....

.....

ELECTIONS TO THE BOARD OF THE MUTUAL AID FUND

Each year the Board of the Mutual Aid Fund has to replace a proportion of its members.

In accordance with Article 6 of the Fund's General Regulations, **three members are retiring** from the Board this year, and have to be replaced.

All members of the CERN personnel are eligible. If you are prepared to devote about two hours a month during working hours to assist your colleagues, do not hesitate to join this self-governing Board, whose principal task is to listen.

Candidates must announce their intention to stand for election by 13 March 1992. Forms for this purpose may be obtained from **B. Duthion/PPE (6014), or L. Braize/PPE (7196)**, who will also be pleased to provide further information and send you a copy of the Fund's General Regulations.

.....

Name, First Name :

.....

Division :..... Tel. :.....

.....

GROUPEMENT DES FRANCAIS DU CERN

SEJOUR LINGUISTIQUE DE LONGUE DUREE AUX USA

L'Association Inter-Culture-France a rencontré des responsables de l'Association du Personnel et du Groupement des Français du CERN afin de présenter les possibilités offertes aux jeunes de 15 à 18 ans pour un séjour d'une année scolaire aux USA.

Ce séjour a pour but d'offrir aux participants les moyens de devenir parfaitement bilingues grâce à une année scolaire passée dans une "High School"; l'hébergement se faisant par l'intermédiaire d'une famille américaine.

Nous pensons qu'une telle expérience peut intéresser les membres du personnel du CERN, et nous vous proposons une réunion d'information où des responsables d'Inter-Culture-France répondront à toutes vos questions Cette réunion aura lieu le

JEUDI 12 MARS 1992, à 17h.30
Salle du Conseil.

Quatre étudiants de membres du personnel du CERN terminent leur année scolaire aux USA et les informations que nous avons reçues sont très encourageantes et positives.