

proton flash information



ASSOCIATION DU PERSONNEL STAFF ASSOCIATION

Original text : French

17 June 1983

OPEN LETTER FROM THE PRESIDENT OF THE STAFF ASSOCIATION TO ALL MEMBERS OF THE PERSONNEL

With only a few days to go before the next Executive Committee of the Staff Association is elected, I feel compelled to resign from my position as the President of the Staff Association and I would like to explain the reasons for my decision to you.

1. First of all, the context in which the President is expected to carry out his work has become unacceptable.

Since the start of the present Directorate's term of office, a trend has emerged in which our demands and proposals have not been followed up by action even though they are given initial consideration.

- One example of that is the unanimous recommendation of the Standing Advisory Committee, adopted at a meeting which the Director-General attended, and announced to the staff in Weekly Bulletin No. 47/82 in November 1982, concerning the implementation of CERN staff policy. When practical measures should have been taken the follow-up was very disappointing and it has been the subject of heated debate in the Standing Advisory Committee.
- Again, since the publication of the 1980 edition of the Staff Rules and Regulations, we have tried in vain to have Article R III 1.25 implemented, according to which the Director-General is obliged to specify the conditions of the shift-workers right to additional periods of membership in the Pension Fund.

In some cases decisions preempt any concertation at all.

One example of that was the decision on the 1983 salary index.

In other cases, agreement is reached on the manner in which relations will be conducted between the Association and Management and then it transpires that, in reality, there is no genuine desire to put the agreement into practice.

A case in point was the decision in principle to change the Standing Advisory Committee so that it would become the Standing Concertation Committee. The Director-General himself attended the meeting when this was agreed. But now he refuses to take part in the Standing Concertation Committee meetings for particularly important discussions as he used to. We are now told that the Director-General sees his role as an arbitrator in the event of disagreement in the Committee. He therefore shares with himself the rare privilege of being both a party to the case and its judge.

On other occasions, the Director-General's decisions are based on a restrictive and tendentious interpretation of the Staff Rules and Regulations.

- The ILO Tribunal found, in a specific case, that "the Organization failed to recognize the limits placed on the powers of the Director-General..." and "it acted as if the Director-General's authority was not subject to any control."

I can only mention here a few aspects of a style of management which, taken as a whole, is disturbing for the future of CERN.

In 1983, it is unacceptable that a leading laboratory employing 3.500 people is managed like a small family business where the boss wields power which is shared with no one.

This is all the more true since, in the past, decisions or compromises which have been acceptable for the personnel and the Organization have been obtained through concertation. I refer, for instance, to the setting up of the joint working group on staff policy in 1981/1982, or to the negotiations on the 1982 salary index, or 1982 promotion quotas.

Today there is no longer any genuine dialogue with the Directorate. We can no longer underwrite the present Management!

I can no longer fulfil my mandate !

What are the fundamental causes of the severe malaise which we are experiencing ?

2. At CERN there is no real joint structure where our representatives can express themselves about all matters of concern to us and where, as in the European Organizations we can negotiate agreements on staff policy and employment conditions.
3. At CERN there is no official structure through which the staff's representatives can negotiate, with the Member States, the various aspects of personnel policy. The structure we require must guarantee us the same rights as those which are granted to the representatives of European and International unions.

There is of course a proposal to set up a permanent tripartite structure which is scheduled for discussion at the CERN Council session on 23 June 1983. But that is only a first step.

My resignation still stands.

In fact, concertation with the Member States will only be effective and guaranteed to the extent that there is genuine concertation between the Management and us. For us it is unacceptable that the Director-General can, in one way or another, avoid his responsibilities to the personnel.

4. CERN also should take account of the rights of expression and negotiation by staff which are a reality throughout Europe. I am speaking of rights which have been long recognized by our Member States.

The situation requires a great deal of thought and we must all take up a position on this !

The machinery for staff representation should be changed so that we can benefit from the direct support of the European union organizations and what they have achieved. This seems to me to be the only way. The coherence of action and the resulting solidarity on the European scale will be the best guarantee of the solidity of these achievements.

Luit DE JONGE
President
of the Staff Association



DECLARATION OF THE EXECUTIVE COMMITTEE

On 17.6.83, the Executive Committee

WAS INFORMED by the President :

- . of the preliminary discussions for the next meeting of the Standing Concertation Committee to be held on 29.6.83.
- . of his intention to resign for the reasons set out above,

DECLARES that it unanimously supports the President and, agreeing with his reasons,

RETURNS his mandate to the Staff Council.

Until the Staff Council takes the appropriate decisions, the Executive Committee will deal only with current business.

The Executive Committee :
Werner BEUSCH
Michel BONNET
Enrico CHIAVERI
Claude GUTHAPFEL

Werner KOHL
Florence RANJARD
Karl Helmut REICH
Jean SOUVERAIN

Stuart TURNER
Alfredo VALVINI