

INFORMATION

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CERN

Staff
Association
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ORDINARY MEETING OF THE STAFF COUNCIL, 8 AUGUST 1995

The meeting opened at 14.30, and elected Marcel Aymon as chairman.

Activities of the Executive Committee

Schedule of future major meetings

9 August: meeting of Standing Concertation Committee, SCC, to discuss the documents for the next meeting of the CERN Tripartite Employment Conditions Forum, TREF. These documents concern the Revision of the Staff Rules and Regulations, SR&R, the Remuneration Review for both Staff Members and Fellows, and Health Insurance.

25 August: mini-sessions of the Association to discuss the triennial actuarial study of the Pension Fund.

29 & 30 August: TREF meeting.

5 September: SCC meeting.

6 September: Meeting of the Governing Board of the Pension Fund to consider, amongst other matters, its comments on, and the consequences of, the actuarial study.

Revision of the SR&R

This revision is advancing well. In particular, we would draw your attention to a proposal concerning social protection which results from the initiative of the Association. In line with our position given in the PROTON 95, it

will be the Director General who will have the initiative in proposing the level of benefits, which today is not the case for pensions.

It is also proposed to mention in the SR&R the right of pensioners to remain members of the CERN scheme safeguarding them against the economic consequences of illness and accidents.

TREF will also proceed to a second reading of texts which it has already examined and a first reading of texts concerning, taxation, social insurance coverage and limitation of claims.

In reply to a question as to the interpretation of "*dismissal for reasons of unsatisfactory service*" [which replaces the existing "*dismissal for other specified reasons related to the exercise of functions*"], the Staff Council took note that the Administration intends to publish in good time a text explaining the main modifications made the SR&R.

Five-yearly remuneration review of staff members

The collection of data for comparing CERN with other employers is well advanced, and a written report is being produced for TREF. However the Executive Committee considers that some of the data still needs verifying. It has also requested clarification of the method used for the comparison with high technology industry. The Staff Council will hold a special meeting after the TREF meeting to study the results.

Remuneration review of fellows

The Administration has quickly collected data for comparison with ESA, EMBL, ESO, DESY, European Union and the University of Geneva. The Executive Committee considers that a considerable amount of checking should be done before sending a document to TREF.

Health Insurance

As a reminder members of the personnel pay 35% of the total contribution, based on their salary, and the Organization pays the remaining 65%. Pensioners who remain insured by Austria also pay the same percentage, calculated on a maximum pension corresponding to 35 years of service, but the Organization does not pay directly for them. Since 1991, the SCC has unanimously recommended that the Organization pay also the remaining 65% for the pensioners, but to no effect. This recommendation has been endorsed again this year, and discussions have taken place with the Management to ensure that this time it is followed.

The Staff Council has **voted unanimously** to ask that the Organization pay this contribution as from next year, in which case it will study different ways of reducing the overall costs.

It has also discussed whether or not the insurance against professional risks should be separated from the rest of the health insurance, in particular if the Organization wishes to reduce its present contribution of 0.5% of the basic salaries.

Annual adjustment of students' allowances

Students receive a subsistence allowance calculated as a percentage of the CERN subsistence allowance for Switzerland. This subsistence allowance is the standard rate used by the United Nations. At present the students' allowance is adjusted yearly, in line with the annual adjustment of the United Nations subsistence allowance.

The Management has proposed to modify this procedure and to leave this annual adjustment to the discretion of the Director General, and has asked for the view of the Staff Association. The Staff Council has **unanimously adopted** the proposal of the Executive Committee that the adjustment should not be left to the discretion of the Director General, but should either be adjusted in line with salaries or in line with the subsistence allowance.

Modifications to the Statutes of the Association

The Staff Council **has approved** the following changes proposed by the Executive Committee:

- Article 24 defining the quorum for the purposes of voting (with 3 abstentions),
- Article 29 (b) defining the composition of the Executive Committee (with 2 votes against and 5 abstentions).

These articles will be submitted for final approval to the General Assembly of the Association to be held on **12 October (note revised date)**.

PROTON 95 – Reaction of the personnel

The Members of the Council have reported the reaction of their colleagues to this PROTON. It appears that some may not have received it, and the Executive will check if there were any problems with the distribution.

Additional copies, in English and French, are available from the Secretariat of the Association.

Mini-assizes on the Pension Fund

Friday 25 August the delegates of the Staff Association will examine in detail the actuarial study of the Pension Fund, and will prepare their comments in readiness for the meeting of the Governing Board of the Pension Fund on **6 September**. The Organization of this mini-assizes has been discussed by the Staff Council. The discussion will be continued at a meeting of the enlarged Executive Committee scheduled for **18 August**. The Staff Council hopes that the consulting actuary, the administrator and the members and their alternates of the Governing Board elected directly by the personnel, will be able to attend this mini-assizes.

Industrial Services at CERN

We have already reported on recent changes made by the Finance Committee to CERN's adjudication rules for industrial services contracts¹. Current industrial services contracts must therefore be renewed this year under rules which favour firms from Member States with few or no contracts. Many difficulties have been encountered applying these rules, in particular distant firms do not know, or know very poorly, employment conditions and life in the Geneva region. The Management recognizes that these new rules risk to provoke the loss of staff employed by existing firms, many of whom are essential to run CERN, and disrupt the continuity of services. It is elaborating proposals to remedy these difficulties which it intends to present to the Member States.

The Staff Council has noted with interest these proposals which show that the Management is concerned with stability, at least of the staff of the firms. It would hope that it was equally concerned with the stability of its own staff, which however does not seem to be the case judging from its systematic recruitment of staff on "rotational posts".

The Staff Council gave a favourable welcome to the proposal of the Executive Committee to press for the setting up of a Multipartite Commission comprising representatives of CERN, of the Host States, of the employers and of the staff of the firms. This Commission would be charged with revising the 1965 agreement between CERN, Switzerland and France² and with establishing a collective site agreement which all contractors with CERN would have to obey.

Noting that the Management wishes to retain at least a part of the staff working for firms at CERN, despite possible changes of firms, the Staff Council considers that this objective can most easily be achieved by integrating these personnel with the personnel of CERN. How this should be done is open to discussion. This was the position already adopted by the Staff Council last November following its mini-assizes devoted to these questions.

The meeting closed at 18.00

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¹ see bulletin n° 45/94 dated 7 November 1994, "Mini-Assizes 18 October 1994 on CERN's industrial services policy and consequences for present contractors and their personnel".

² according to which the conditions of employment of firm's staff must be those of Switzerland if it is working on the Swiss part of CERN, and those of France if it working on the French part.