

Programme of the Executive Committee 1999–2000 mandate (continued)

Our objectives for the 1999–2000 mandate

Our objectives with the highest priority, dictated by continuity of orientation with previous mandates, with what they have achieved and in view of forthcoming deadlines (in particular the five yearly review of employment conditions – December 2000) are the following:

Employment conditions matching CERN's Ambitions

The five yearly review must be our first priority. Our objective here is to see CERN offer employment conditions which are similar to those offered in other international organizations (European and research in particular) and those in force in the best firms in the European private sector. The last few years, our employment conditions have deteriorated relative to these references, mainly because our mechanisms of adjustment are not appropriate. To avoid the gap widening yet further, we must obtain fairer mechanisms.

The present contract policy, which forces our colleagues recently recruited to wait so many years before they know whether they can calmly envisage a career at CERN, is counterproductive and must be completely rethought. The right to make a career in the Organization once the demands of the function have been fulfilled must be recognized.

As far as the career structure and advancement within careers are concerned, we are of the opinion that the present system is a good system which, of course, can and must be improved, but above all, it is the way it is used which must be significantly improved. Hence, we believe it is not necessary to envisage significant changes of this system unless it can be shown that they would improve its objectives. We are completely opposed to any changes motivated simply or essentially by budgetary considerations.

Creating new jobs

The success of the RSL and PRP programmes (recruitment financed by saved leave and progressive retirement) show, if that was necessary, that the decrease in staffing levels and the consequential loss of expertise, are important concerns for our colleagues. It is essential to continue these programmes, and try to imagine others.

Unfortunately, in our view, this alone will not be enough to give the Organization enough staff to carry out its mission correctly in the medium and long term. The resumption of research and development activities and enlarging the scientific programme can only succeed if the indispensable staff are available. Taking them from

the existing staffing levels, already stretched to the limit with other activities, is unrealistic. The planned reduction in staff must be reconsidered, based upon credible estimations of future needs and a proper manpower planning.

Overtures

Our role as link between generations, between professional categories, between all the personnel working on the site is essential. If the Association cannot attract the young recruits of today, who will be the CERN of the next two or three decades, it runs a big risk of no longer being representative of the staff and no longer being an effective force. It is therefore essential for its own future that the Association targets these youngsters, these women, and these non-French speakers who are under represented in the Staff Council, and as a result, feel inadequately represented by the Association. To allow (new) staff delegates to assume better their role, both in the Staff Council and in their Division, we must instigate a training programme responding to their desires and needs.

In the same way, if we wish to promote research in Europe, and in particular, the European research institutions, and thus participate in the building of Europe in the broadest sense, if we wish to defend the International public services, it is necessary to contact our colleagues in other international and

research organizations, particularly those in Europe. Frequently, the national and international public services, fundamental and applied research, the humanities and natural science, are contrasted, with the hidden agenda of dividing them and hence weakening them. It is together they we can best defend our common interests.

Integration of the "missing staff"

Too many core jobs or jobs requiring technical continuity and hence CERN staff, are today carried out by persons having no direct relation with the Organization. Technical continuity is thus not guaranteed, and the price can only be assured after long and difficult manoeuvres which are barely legal, and moreover which can be used to show that CERN is de facto employer of these persons. In addition, in many cases the cost to the Organization for these persons is dearer than if they were employed by CERN itself. Finally, it is socially unacceptable to keep these people in a precarious situation, which unfortunately is too often the case today. We must look for solutions to allow their integration in one form or another.

In addition, we must continue our work to introduce the site convention, so as to strengthen the social cover of those working for firms, to clarify their medium and short term prospects of employment, and to give them fair employment conditions.

Consolidation of our social coverage

Following upon the work of the recent years:

- For health insurance, we will continue our efforts to contain the increase in medical costs and we will make proposals to cover the costs of long-term care. These two steps must allow keeping the

present characteristics of our health cover and ensure their perennality.

- For the Pension Fund, the technical balance has, to all intents and purposes, now been attained. We will continue the work designed to guarantee an optimal social cover for the beneficiaries of the Pension Fund in the case of the Organization being dissolved and to propose socially acceptable solutions for the active staff in this case also.

Our approach

Defending the staff and promoting their aspirations cannot rest uniquely on confrontation or opposition. To be effective what is needed is a dynamic approach, of proposals and counterproposals. To be sure, that is not to say that we should never oppose attacks when circumstances justify it, nor that it is never necessary to mobilize the staff to react. No. These methods of action are useful, as we have had the opportunity to see in the past. But they cannot be our first reaction.

The Association must continue to be a dynamic source of proposals, have a proactive policy and be a responsible and resolute partner.

Relations with the Management and the Member States

We wish to continue and develop our relations with the Management and the Member States following the steps which the Association has undertaken in recent years. Actually at CERN we now have more advanced relations which are well utilized, than most other international organizations. These relations allow both parties to express clearer, and to understand better, and hence find better compromises.

Sure, errors can still be made (e.g. the crisis levy) but, in general, the situation is much better than it was previously. With the Management as well, our relations are more advanced than in many other international organizations. These allow us to react in time, and to weight up what is happening. We will continue to publish the "*Proton*", our ambassador for research in Europe and that carried out by CERN in particular.

Relations with the staff

Here also we wish to follow in the steps of the last few years. For the Staff Council, we will continue to organize discussion and information meetings with the delegates of the various sectors, so that they are better informed and so that they can discuss in greater detail at Staff Council meetings. For the staff as a whole, we will continue to go to the divisions to discuss our work and to debate our orientations. In general, we would like to circulate more documents and more information on what goes on between the staff delegates, by increased use of the Web. For the question of our relations with the "new generation", we suggest the creation of a "think tank".

Occupation des locaux de Net et Clair

Nous avons appris, comme tout le personnel, le licenciement d'une représentante syndicale de l'entreprise Net et Clair qui travaillait sur le domaine du CERN ainsi que la dénonciation de certaines irrégularités dans les conditions de travail de certains membres du personnel de cette entreprise.

Nous avons aussitôt adressé aux responsables syndicaux qui occupaient les locaux de l'entreprise la lettre suivante:

28 juillet 1999

Cher Monsieur,

Nous avons pris connaissance de votre communiqué de presse du 28 juillet 1999 qui soulève une grande émotion parmi nous. Le licenciement d'un représentant syndical est toujours une affaire grave. En tant que représentants du personnel du CERN, nous tenons à vous assurer ici de tout notre soutien.

Nous adressons aussi au personnel de Net et Clair et à la personne concernée, en particulier, nos vœux de succès dans leur lutte pour le respect de leurs droits.

Quand une entreprise se met dans une telle situation, elle porte un préjudice moral à l'Organisation puisque celle-ci voit son nom associé à des pratiques qui suscitent une agitation sociale importante.

Nous ne pouvons que le regretter vivement et souhaiter qu'à l'avenir de telles pratiques ne se reproduisent pas.