

INFORMATION

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Association
du personnel
CERN

Staff
association
CERN

STAFF ASSOCIATION@MACMAIL.CERN.CH

Adresse AP sur le WEB

<http://www-staff-assoc>

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ORDINARY MEETING OF THE STAFF COUNCIL, 10 SEPTEMBER 1996

Summary: activities of the Executive Committee (firms, creation of employment / choice in working time, social security) - salary index - relations with the Member States - elections - preparation of AGM - unemployment insurance.

The meeting, chaired by Michel Borgbini, opened at 2 p.m. with the adoption of the agenda and the approval of the minutes of the meeting of 7 August.

Activities of the Executive Committee

The President of the Staff Association presented the following activity report of the Executive Committee.

• *Firms*

On the initiative of the Staff Association, meetings with French and Swiss union representatives have taken place, with the aim of drafting a site agreement. A model contract is being studied, which could then be generalised. A synthesis meeting is scheduled for 16 September.

The Executive Committee has been asked to look into the case where a change of contract has resulted in a cut of salary of 10%.

• *Creation of employment/Choice in working time*

Divisional information meetings have started with those of PS and TIS. Copies of the overheads are available and are distributed at the end of the meetings.

It is too early to have a definite view of the opinion of the staff on the proposal of the Staff Association, but it has clearly aroused much interest judging from the number of questions at the meetings. While some, including members of the hierarchy, welcome the initiative of the Association as a change from its normal opposing role, worries are raised in particular concerning the attitude of the CERN Council. The fears are that it will see only the aspect of "savings in the personnel budget" and will not respect the obligation, namely of using the savings to recruit young staff, which is the objective of the proposal,

• *Social security*

- *Health Insurance*

Declaration of professional activity of spouses

Preliminary figures based on the replies already received by PE Division were given. The declaration was sent to 2879 Staff Members and of the 1799 replies received, 435 indicate a revenue for their spouse, from a source other than CERN, with 166 of these having an insurance other than AUSTRIA, leaving 269 using AUSTRIA. Overheads showing the comparable situation for spouses with a revenue in other International Organizations were shown.

Health Insurance in case of the dissolution of CERN

In the case of the dissolution of CERN, nothing whatsoever is foreseen, there is no guarantee, no contract, and no capital. This has been brought to the attention of the Management.

- *Pensions*

Actuarial study of 1 January 1995

Following the publication of this study in the Spring of 1995, the Association has organized a study day to which the Members of the Governing Board and the actuary were invited. It has subsequently put in writing its point of view which will be discussed with the representatives of the Management.

The conclusion drawn by the Association is that the technical deficit, which was some 200 MCHF in 1992 is now around 520 MCHF for a number of reasons; the decrease in staff numbers, insufficient returns on investments, early departures, gradual rather than immediate increases in contributions, etc.

The Staff Association cannot accept this situation, which is mainly due to changes in personnel policy. It has reminded the Management that the CERN Council accepted in 1985 that the Organization must pay to the Pension Fund the actuarial cost of all measures it adopts which affect its equilibrium. It has also asked that guarantee of resources which was suppressed in 1976 be reinstalled. It has also made several other remarks and requests concerning the actuarial study such as non-indexation after the closing of the Laboratory, financing of allocations was not taken into account, and the automatic increase of the deficit since the corresponding sum is not available for investment.

Pension guarantees

The Ottosson report, named after the Chairman of the study group, was submitted to the CERN Council in December 1995. It represented a first step in the right direction and gave the legal means for the setting up of a foundation which would be responsible for our pensions if the Organization was dissolved. Several delegations of the Member States were critical of this report and wished to have no responsibility whatsoever if CERN no longer existed. A new version of the report, offering much less in the way of guarantees to pensioners has been sent to the Swiss authorities. The Staff Association has written to these authorities expressing our objections to this watered-down version, and the Governing Board of the Pension Fund has written to the President of TREF to express their concern.

Transfer value

The Staff Association has made a proposal for an increase, based upon studies of the Fund which will be examined by the Governing Board of the Pension Fund.

Salary Index

The official Geneva consumer price cost-variation is 0.5%. Taking account of the real net increase of SIG and the Federal Public Service, both of which are negative results in a calculated salary adjustment index of -0.39%. However the Federal Public Service was granted a 2 days reduction in annual working time as compensation.

Relations with the Member States

The Staff Council was reminded that the Association had invited the delegates of the Member States to a cocktail party on 25 September for discussions on the future of the Organization and the threats and uncertainties hanging over it. The briefing of our "ambassadors" has started.

Elections to Boards and Committees

The elections concerned the representatives of the Staff Association on the Disciplinary and Appeals Boards, the Research Board, the Joint Training Board (JTB), the Training Executive Committee (TEC), and the Safety Policy Committee (SAPOCO). The results are published at the end of this report.

Preparation of the Annual General Assembly, AGM

The proposed agenda was unanimously accepted.

Daniel Dekkers was proposed as Chairman of the Assembly and was unanimously elected. Proposed changes to the Statutes of the Staff Association to be presented at the AGM were also agreed.

Unemployment insurance for French international civil servants

Clarification of a letter on this subject addressed to French members of the personnel was given and appears in bulletin N° 39, dated 23 September 1996.

The meeting closed at 5.30 p.m.

**ELECTION RESULTS
BOARDS AND COMMITTEES**

MANDATE 1996/1997

Joint Advisory Disciplinary Board

Michel BONNET/PPE	representative
Georges CANIAC/SL	1st alternate
Michel BORGHINI/PPE	2nd alternate

Joint Advisory Appeals Board

Bernard GAILLARD-GRENADIER/LHC	representative
Jean-Claude CARLIER/SL	1st alternate
Daniel BOIMOND/PS	2nd alternate

Joint Training Board (JTB)

André ARN/LHC	representative
Derek BALL/AS	representative
Poul FRANSEN/LHC	alternate

Restaurant Surveillance Committee (CSR)

Susan MAIO/LHC	representative
Jean-Claude PERRIER/PS	representative
Régis PIZOT/ST	representative
Derek BALL/AS	alternate
René BARTHELEMY/PS	alternate

Research Board

Sylvain WEISZ/SL	representative
Daniel DEKKERS/PS	alternate

**Training Executive Committee (TEC)
(Observer)**

Philippe DEFERT/CN	representative
André ARN/LHC	alternate

Safety Policy Committee

Jean ROCHE/ST	alternate
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INFORMATION TO BENEFICIARIES OF THE PENSION FUND LIVING IN SWITZERLAND

A letter has been sent by the CERN Administration informing you of the steps to be taken concerning medical insurance following the introduction of a new law (LAMal) on medical insurance in Switzerland.

An information meeting is scheduled on
Monday, 7th October
at 2p.m. in the Main Auditorium (Bdg 500)

CERN Pensioners' Association

CLUBS

PÉTANQUE

C'est dans une ambiance folle et massive que s'est déroulé le "Challenge de notre cher ami Claude CARTERET". 18 doublettes étaient au rendez-vous. Des parties animées et serrées ce déroulèrent dans la bonne humeur et le fair-play, pour voir le challenge gagné par André DOMENICONI.

Deuxième place: André SONZOGNI

Troisième place: Marie-Thérèse PEYTHOUD

Trophée de la meilleure Féminine:
Maryse DEDOBELER

Rendez-vous au printemps prochain pour les prochaines rencontres internes. En attendant, en route pour nos six équipes compétitives pour le championnat d'hiver U.C.G.P. 1996, et bonne chance.

Le comité d'organisation du Club de Pétanque CERN, remercie tous les participants qui sont venus nombreux lors de chaque rencontres internes.

STRETCHING

Cette année: nouvelle formule avec deux cours de 45 minutes chacun, "stretching" de 12h00 à 12h45 et "gym-tonic" de 12h45 à 13h30 dans la salle des Clubs, Bât. 504. Possibilité de s'inscrire aux deux cours si vous le souhaitez. Tous les jeudis à partir de 12h00 vous pourrez vous défouler, vous détendre, alors venez nous rejoindre. Renseignements au 77556 ou 74788.

YACHTING

C'est fini!

(pour cette année)

Avec le beau temps que nous avons dernièrement, vous ne devez pas trop regretter cette annonce:

Réservez dès maintenant votre samedi matin du

19 octobre

pour la traditionnelle

SORTIE DE LEAU

de nos bateaux.

Tout membre actif est attendu à

9h00 à Port-Choiseul

Une boisson chaude ou froide sera votre récompense.

Ail active members are invited to help take our boats out of the water on

Saturday morning 19 October
from 9.00 a.m.

A hot or cold drink will be your reward.

LIFE DRAWING GROUP

The activities of the Life Drawing Group have now started.

The group's weekly sessions take place on Thursday evening from 8 to 10 p.m. in the Club Room of Restaurant N° 2, Building 504, with a model present.

Newcomers at all levels of drawing proficiency are welcome. For further information, contact:

Dot BOURQUIN, tel. 782 34 24

GROUPE DE DESSIN DU NU

Le Groupe de Dessin du Nu a repris son activité.

Sa séance hebdomadaire a lieu chaque jeudi de 20h00 à 22h00, dans la Salle des Clubs, Restaurant N° 2, Bâtiment 504, en présence d'un modèle.

Les nouveaux membres sont les bienvenus, du débutant à l'artiste chevronné. Pour de plus amples renseignements, contacter:

Dot BOURQUIN, tél. 782 34 24.