



ASSOCIATION DU PERSONNEL STAFF ASSOCIATION

EXECUTIVE COMMITTEE

The following is the text of a letter which the Executive Committee sent to the Directors-General on 5 February 1979 :

" Dear Sirs,

With reference to the various discussions which we have had concerning the case of Mr. Cognard and other similar cases which may occur in the months to come, and after having discussed the matter at an extraordinary meeting, the Executive Committee of the Staff Association wishes to make the following points :

1. The facts are that :

Mr. Cognard has been doing the same job for five years to the general satisfaction of his supervisors; and that he did not receive a dismissal notice from his employer but only a communication from CERN (it could be construed that CERN employs him directly].

2. Having been informed that :

Mr. Cognard would accept employment under a service contract if the conditions were right, even in a different field of work,

the Executive Committee of the Staff Association requests that no effort be spared by CERN to find a solution to this urgent matter.

The Staff Association firmly believes that it is right in continuing to lend its full support to colleagues at work, whatever their trade-union or political affiliation, if any.

3. It is generally accepted that :

the new SPS and pp experiments are going to generate quite heavy demand for manpower in the months to come;

and that it is essential to avoid a new influx of personnel from areas remote from CERN, since this would only add to the present problems.

The Executive Committee therefore requests that :

a. new posts should be created for individuals possessing a satisfactory work record and meeting the Staff Association's criteria governing work to be performed by CERN personnel;

b. temporary labour employees should be offered transfers to service contracts with a fair deal guaranteeing continuity in their work and social conditions.

We have every confidence that the Management will be able to play its full part in improvement of the employment situation at CERN and in the local area, and we remain, Sirs,

Yours faithfully,"

Copies of this letter were sent to Messrs. Brianti, Levy-Mandel, Ullmann and Ville.

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COMITE EXECUTIF

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EUROPE A PROPOS DE LA RECHERCHE FONDAMENTALE

Ce colloque aura lieu au CERN les samedi et dimanche 24 et 25 février 1979, il rassemblera :

- . les délégués de l'Association du Personnel
- . les représentants de plusieurs Centres de Recherche Européens,
- . les représentants des Organisations Syndicales de la Recherche,
- . des représentants d'Associations Professionnelles de Cadres et Techniciens.

Ce colloque étant réservé aux représentants du personnel en priorité, nous publierons les conclusions pour les porter à la connaissance du personnel.

Nous rappelons les trois thèmes principaux qui seront débattus ;

1. Etude des compatibilités des investissements nationaux et en coopération, afin de trouver des complémentarités budgétaires et techniques suffisantes pour permettre un développement harmonieux des divers types de recherche ;
2. Réflexion sur une politique commune pour le maintien de la recherche et de l'emploi ;
3. Recherche d'une méthode pour obtenir un partage équitable des retombées de la recherche entre les Pays Membres des Centres internationaux.

A en juger par l'intérêt manifesté par les personnes invitées, nous pouvons penser que cette initiative obtiendra un bon succès.

EXECUTIVE COMMITTEE

The following is the text of the letter which we handed on 30 January 1979 to the Chairman and Members of the Finance Committee Working Group on the Review of the Employment and Social Conditions of the CERN Personnel [RESCO).

" The Executive Committee of the Staff Association, backed by the personnel at large and supported by the Extraordinary General Meeting of 10 January 1979 which was attended by some 700 staff, would like to express the hope that the RESCO Working Group will respond favourably to the proposed amendments to the Staff Rules and Regulations which reflect current social legislation in the Member States.

In submitting these claims, the staff are anxious to safeguard the vitality and long-term future of the Organization.

The validity of our arguments is borne out by the encouragement which we have received from the European community of research workers and from the representatives of the national and international research laboratories and the Public Services in the Member States.

The quality of the staff of our Organization and the results achieved by the European high-energy physics community at CERN have generated world-wide esteem. The CERN staff therefore expect the RESCO Working Group to do its utmost to provide them with the same social, economic, civic and legal benefits which have long been recognized by every Member State both nationally and, more particularly, in the Public Services, i.e.:

- continuity of employment and the implementation of a policy to protect everyone's right to work and guarantee a secure income and the development of professional skills,
- further training in the interest both of the Organization and of the development of the individual,
- the right to participate in public and political life like every other citizen,
- a planned career guaranteeing a steady growth in income,
- a scheme to safeguard purchasing power and share out prosperity increases,
- respect for the dignity and rights of the family, especially the right to work and the right of residence,
- the introduction of a proper occupational health scheme and hygiene and safety regulations corresponding to current practice in the Host States,
- at least some rapid realignment of the lower salaries with the salaries paid in the Genevan Public Service,
- a pension scheme similar to that in force in the Genevan Public Service, which guarantees the purchasing power of benefits and the future of the scheme,
- social protection equivalent to that available in the Public Services in the Member States.

It should be recalled that the RESCO Working Group was set up on the request of the CERN staff in order to carry out an overall review of the social and economic conditions of employment at CERN, as listed above.

The CERN personnel therefore look to the Member States to provide a set of Staff Rules and Regulations which are in line with current legislation in Europe, these being the key to good staff morale and hence to the vitality and long-term future of the Organization."

SUMMARY OF THE RESCO MEETING HELD ON 30 AND 31 JANUARY 1979

The Agenda included 13 items, some of which gave rise to vigorous discussion :

1. DUTIES, OBLIGATIONS AND PRIVILEGES

At the next meeting, the Members will state their final views on the following points ;

- a] Should CERN grant leave to members of the personnel wishing to fulfil their civic obligations by returning to their home country to vote, when this is their only opportunity to participate in elections?
- b) Does the Working Group insist that the conditions prevailing in the European Communities should apply to staff wishing to hold a political office? i.e.
 - no special arrangements for town councillors,
 - compulsory special leave without pay for members of the personnel wishing to conduct a national campaign (e.g. for parliamentary elections] after which, if the candidate is elected, the Directors-General will decide whether or not the office is compatible with his functions at CERN and may grant special leave without pay for a limited period* CA possible case of incompatibility would be election to political office within the Communities],

2. ADMINISTRATIVE FILE

The joint proposal by the Management and the Staff Association was accepted, although two points have still to be confirmed :

- how the person concerned will be notified of the insertion of each document in his file,
- whether only this file will be produced against a member of the personnel in the event of a dispute with the Management.

3. TRAINING

The Working Group seemed to have misunderstood the document and was very reluctant to accept the idea of the right to training, although it does exist in most Member States.

The text will be redrafted for the next meeting.

4. DISCIPLINARY MEASURES

The substance of the document was accepted but the drafting will be reviewed. The Staff Association requested a clear definition of the type of offence which may lead to the person's being placed on leave during the enquiry.

5. CAREERS

The presentation of the concept of a minimum career for everyone encountered some very strong resistance, and this item will be rediscussed at the next meeting.

The Staff Association will have to be on its guard against any attempt to mix the terms of reference of the RESCO Working Group [i.e. to compare the financial and social conditions of the CERN personnel with those enjoyed by the staff in the local Public Service].with the budget policy which the Finance Committee might wish to see applied in the future.

6. SALARY INDEX

The Member State representatives showed a lack of consistency in wishing to compare CERN salaries with those paid in the Swiss Public Service and at the same time seeking to manipulate the salary scale each year by refusing to accept the automatic application of the GE and CH salary indices.

7. INDEMNITIES OR GRANTS ON TERMINATION OF CONTRACT

The discussion was confused and the Working Group failed to appreciate the advantages to be gained by helping staff to retire early. Some Delegations considered that the indemnities payable on expiry of a fixed-term contract were high and others apparently thought that staff on fixed-term contracts were paid more. We believe that a system which is better geared to helping voluntary departures could be introduced and should be rediscussed.

8. FAMILY ALLOWANCES

Most of CERN's proposals were accepted, but the Working Group failed to agree that the concept of dependent child should also include married children aged under 25 and in full-time education. After hearing how difficult it was for such children to obtain residence permits, the Working Group agreed that the matter should be discussed again at its next meeting.

The Group was not against the payment allowances in respect of the children of retired staff but considered that the Staff Insurance Scheme should be asked to pay the cost. Since such a solution would be unworkable, the Staff Association and Management will request that an appropriate mechanism should be introduced at CERN to pay these benefits until the Member States ensure that the necessary cover is provided.

9. 44-HOUR CONTRACTS

The Working Group considers that the working hours could be gradually reduced by adjusting the salary levels, and a document will be drafted in this vein.

The Staff Association reiterated its view that the salary index and annual step should not be used to make good the difference of 12,5%.

10. SHIFT WORK

For the next meeting the Member State representatives will gather information on the various approaches made to this problem in their countries.

11. PENSIONS

The CERN document showed that the employer's contribution to pensions in the Swiss Public Service (on which the comparative study is supposed to be based) is very much higher than at CERN (about 35% as against 14%). As a result, pensions in the Swiss Public Services are much more generous than at CERN.

The Staff Association requests an adjustment of contributions and benefits. Until the appropriate amendments can be made to the Staff Insurance Scheme, CERN salaries should reflect this difference in pension levels.

12. UNEMPLOYMENT INSURANCE

The Staff Association, supported by the Management, reaffirmed its wish to separate unemployment benefit from the indemnities payable on termination of contract.

The present provisions will remain in force until each Member State introduces appropriate arrangements for the reintegration of its nationals (which will take several years). The Working Group will bear in mind in the general discussions that the present provisions do not provide staff with the social protection that they would enjoy if they were officially registered as unemployed.

13. INSURANCE. COVER OF DEPENDENTS

The majority of the Working Group considered that the divorced ex-spouse of a deceased member of the personnel should be entitled to a widow's pension.

The level and conditions for the award of this pension will be discussed later.

It was agreed that the family of a member of the personnel should be insured against disability risks.

CLUBS

CINE CLUB

Jeudi et vendredi, 22-23 février
MON ONCLE (1958) de Jacques TATI, avec :
Jacques TATI, J-P. ZOLA, Adrienne SERVANTIE,
Alain BECOURT.

HULOT vit dans une vieille maison, son neveu et ses parents, les ARPEL, dans une maison ultra-moderne.

Contraste entre ces riches bourgeois et un brave garçon qu'ils veulent faire travailler dans leur usine.

Une satire non du modernisme, mais des bourgeois qui se croient modernes.

Amphithéâtre 20.30 - sans limite d'âge -

CLUB HIPPIQUE

Concours_hippique_inter

Le Club réservera des places aux personnes intéressées pour la séance du jeudi 29 mars 1979 en soirée.

Le prix des places est de 20 FS.

L'inscription et le règlement des places se feront à la permanence du Club le vendredi de 12h30 à 13h, à la Salle du Club, restaurant TORTELLA.
Dernier délai vendredi 23 février 1979.

Renseignements André BRAEM Tél/CERN 2651.

BOWLING CLUB

Les membres du Club ayant participé au Championnat Genevois Doublettes et à la finale individuelle par catégorie, ont obtenu les résultats suivants :

Doublettes cat._B	Doublettes cat.C
EATON R ^{me} 5ème	CAVE J. « 2ème ZUMBROCK K. = 6ème
BRENDLE J.	CHERY A. AUCLAIRE J.

SCHMIDT F. = 9ème: LEROY G. = 10ème
GEITLINGER D. - ENARD H.

Cat. Dames Nme VERLOOVEN N. = 5ème
Mme ZUMBROCK P.

Les 12 meilleurs scores du Championnat pour chaque catégorie, ont participé à la finale individuelle, soit parmi les membres du Club :

Cat.^B	Cat._C
BRENDLE J. » 6ème	CAVE J. = 2ème
EATON R. = 7ème	AUCLAIRE J. = 9ème
	GEITLINGER D. = 10ème

Finale_Dames	Cat._D
Mme ZUMBROCK P. = 3ème	CHERY A. = 4ème
Mme SCHMIDT F. - Berne	

Félicitations à tous nos finalistes pour ces magnifiques résultats, pour leur première participation à ce Championnat Genevois, on peut dire qu'ils ont brillé.

Encore bravo à tous et au revoir aux Championnats 1980.