

INFORMATION

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CERN**

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CERN**

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Ordinary Meeting of the Staff Council, 26 August 1997

The meeting opened at 2.06 p.m. with Marcel Aymon in the chair. Following the adoption of the agenda, the minutes of the meetings of 24 June and 5 August 1997 were approved.

Recruitment financed by saved leave

The President of the Staff Association presented his planned discourse for the public meetings in September. He recalled that the Association had made two proposals:

- a programme of additional recruitment financed by a voluntary contribution against free time (July 1996) and
- a programme of progressive retirement (September 1996).

These programmes had two aims:

- to respond to the wishes of the personnel for flexibility in working time and
- to contribute to the creation of additional posts.

They were in reply to two challenges:

- the imposed reductions in budgets and staff numbers and
- to rejuvenate the personnel whilst maintaining the expertise needed at CERN

He recalled the various stages which had been necessary since the introduction of the obligatory measures of 1997 to arrive at the present voluntary ones. Then the form which will be sent out at the beginning of September was explained:

- It is necessary to make a commitment for a minimum period of one year as from 1 January 1998, but it is possible to cancel or modify with a notice period of six months, which can be reduced by mutual consent.
- The contract is tacitly renewed, unless specifically excluded.
- The number of steps, and if appropriate, the planning of time worked and time off must be chosen.
- An additional day of saved leave for each period of 20 days' saved leave is accumulated each year on 31 December.
- The possibility of transferring up to 10 days' unused annual or compensatory leave to the saved leave account at the end of each annual leave year (30 September). Those joining the programme before 30 September 1997 may already benefit from the option of such transfers this year.

The letter of the Director General which will be sent out with the procedure and the form was then shown. It stresses why the success of this scheme is of great importance for the long-term future of CERN (recruitment of young staff), explains the main features (steps, transfer of unused leave, bonus) and mentions that there will be a committee to verify that the savings are fully used for recruitment.

Internal study of the career structure and salary structure

For the time being there will not be any changes to the salary scales. The Director General has made a commitment on this point. On the other hand, following requests from the Staff Association, the MOAS system will be improved, especially concerning the training of supervisors and the resumption of performance for those not performing satisfactorily.

A qualification of the various possibilities of advancement is also proposed by the Association:

- 0 step: unsatisfactory work
- 1 step postponed: partially satisfactory work
- 1 step: entirely satisfactory work
- 2 steps: particularly meritorious work

A revised version of Administrative Circular n° 26 concerning MOAS will be published for the 1998 exercise.

Annual General Assembly

The draft agenda for the Annual General Assembly on 2 October was unanimously approved.

Activities of the Executive Committee

Firms

The President of the Staff Association informed the Council that he had discussed with the Vice-President of the "Groupement des frontaliers" the problem of firms which lose their contract with CERN and cannot employ their staff elsewhere in Switzerland since their special permits only allow them to work at CERN. He also informed the Council that the employment contracts mentioned at the preceding Staff Council are being revised to correct the incoherencies.

A social plan is being drawn up for the 35 employees of METAREG offering several choices. In case of any problems those concerned should contact their union. The Staff Association's policy regarding outsourcing is given in its Annual Report which will be available shortly.

Pensions

The actuarial Group of the Pension Fund has met several times to discuss the compensation due to the Pension Fund for the anticipated departures and the reduction in staff members. Its report will be presented at the beginning of September to the Governing Board of the Pension Fund. The debt of CERN to the Pension Fund, contracted during the construction of LEP will cease to be listed as part of the personnel budget and the Executive Committee has been mandated to refuse any prolongation of the date of maturity which is the year 2022.

Health Insurance

The report on long-term care prepared by the CHISB is available on the WEB, in English and French for delegates of the Association. On 17 October the Association is organizing a mini-assizes for its delegates on this subject which will become very important in the near future.

Meetings of the Standing Concertation Committee (SCC), of TREF and the Finance Committee

The joint report by the Administration/Association of the SCC meeting of 13 August appeared in Bulletin n° 35/97 dated 25 August. That of the following meeting held on 3 September appears in this bulletin. The latter meeting in particular concerned the preparation for the TREF meeting scheduled for 19 September. The report on this TREF meeting is on the agenda of the Finance Committee meeting of 24 September.

Meetings in the divisions

These will take place during the second half of September and will be announced in the bulletin, the Association's WEB site, as well as by posters and e-mail. The meetings will concentrate on the programme of additional recruitment financed by saved leave, something which concerns everyone very closely. Information will also be given on TREF, the internal study of the career structure and salary structure and the appeals against the "crisis levy".

External relations

Issue n° 3 of the PROTON will be available at the next cocktail on 24 September to which the Association is inviting the delegates of the Member States for discussions. This issue contains articles on the technological spin-offs of CERN's activities, the independence of the international public servants, as well as an interview with C. Rubbia.

Appeal against the "crisis levy"

The appeal against the "crisis levy" has been lodged with the International Labour Organization Administrative Tribunal (ILOAT) and the definitive appeal will be sent at the end of September. Three members of the Executive Committee have appealed. Instructions on how other staff members can intervene will be given later.

The meeting closed at 4.40 p.m.



CYCLE DE REUNIONS DANS LES DIVISIONS

Date	Division	Endroit
Mardi 23/9 à 9h00	ECP	Salle du Conseil
Jeudi 25/9 à 9h00	AS	Salle du Conseil
Jeudi 25/9 à 14h00	EST	LHC Amphithéâtre
Vendredi 26/9 à 9h00	ST	LHC Amphithéâtre
Vendredi 26/9 à 14h00	DSU/FI/PE/SPL	Salle du Conseil

Agenda

- Programme de recrutement financé par des congés épargnés
- Dernières nouvelles:
 - TREF
 - Etude interne de la structure des carrières et des traitements
 - Recours contre le "prélèvement de crise"
 - Etc