

INFORMATION

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Ordinary Meeting of the Staff Council, 3 June 1997

The meeting opened at 2.10 p.m. with Marcel Aymon in the chair.

Activities of the Executive Committee

The President of the Staff Association presented the activities report of the Executive Committee.

• *Firms*

The "Collectif" (representatives of personnel working on the CERN site) met on 2 June to take stock of progress on the site agreement.

On the French side, the local branch of the "Confédération Nationale des Patrons Français" (CNPF) had contacted the local employers. The "Antenne local du CNPF" (GICA) and the local employers are striving to obtain mandates/instructions from their central bodies.

On the Swiss side, the umbrella organization is the "Communauté Genevoise d'Action Syndicale" (CGAS), which has contacted a representative of the Ministry of Commerce to try to make progress on this question.

The "Collectif" has decided to organize a press conference on 16 June to denounce the pernicious consequences for the firms of the budget reductions at CERN. The Staff Association, which is organising this conference, will once more define there its policy, will indicate the difficulties encountered on the site and push again for the signing of a site agreement taking into account all the aspects of employing staff from firms. The CERN press office will be invited.

• *Saved leave / Job creation / Progressive retirement*

In line with the voluntary measures proposed by the Staff Association, the Management has decided for the future to use the economies resulting from a programme of progressive retirement to meet part of the imposed budget reduction and to use the saved leave programme for additional recruitment.

To attract volunteers it is essential that employment conditions remain stable at least until the next five-yearly review of employment conditions. Moreover to encourage Divisions to support fully this policy, they must also be certain that they can recruit when their existing staff reduce their working hours. Hence the proposal of the Association to forecast staffing levels at a divisional level for the years n+1 (i.e. 1998) and n+2, at sector level for n+3 and at CERN level for n+4. This is analogous to the "Bannier" procedure applied to staffing levels instead of the overall CERN budget, allowing a control of the real additional recruitment compared to the possibilities created by the voluntary measures.

This approach will be discussed at the meeting of the SCC as well as the organization by the Administration of information meetings in the divisions on the progressive retirement programme.

• *Health Insurance*

Following the changes made to the contributions of our health insurance, a new amendment (n° 15) to the health insurance agreement between CERN and the company Austria is being prepared. Due to the number of amendments made over time, the agreement is not easy to understand and must be rewritten before the call for tenders in two years time. The Association proposes that amendment n° 15 is prepared by the CERN Health Insurance Supervisory Board (CHISB) for approval by the SCC.

• *Pensions*

The sub-group of the SCC entrusted with following up Council's decisions concerning the guarantee of pensions in the case of dissolution of the Organization is continuing its work according to the priorities mentioned at the last meeting.

The actuarial sub-group of the Governing Board of the Pension Fund has started to study the compensation due from the Organization as a result

of the reduction in staff numbers and early departures. The Association insists that at this stage only the facts are established and questions of principle are left for the SCC. Detailed figures should be presented to TREF in September.

The internal working group of the Staff Association on revisions to the Rules of the Pension Fund has started its work by defining its working procedures. It appears that numerous amendments and corrections to the Rules are necessary.

- **External Relations**

YORICS

As announced, a training workshop for handling employment disputes took place in Brussels, 26 - 28 May. There were some fifty participants representing various organizations, and federations, as well as a number of lawyers. From CERN there were seven members of the Staff Association and three members of the Administration. The workshop studied both legal and non-legal solutions to disputes. The various presentations provoked interesting exchanges of views between the various participants who judged the workshop very useful. Further workshops are planned on topics such as social security and restructuring.

The YORICS Annual meeting followed the workshop, in which the Board of Directors presented the reports for the preceding year and the budget and programme for the forthcoming year. Priority will be accorded to recruitment and specific short-term actions to raise the level of awareness of YORICS.

PROTON

The next issue will appear towards the middle of June and will feature articles on the economic and technical benefits of CERN's activities, on EUROSCIENCE, an interview with Guy Sneyers (YORICS) and extracts from the press following our Press Conference.

- **Appeals against the "crisis levy"**

Following the refusal of the Director General to give further consideration to some 1350 internal appeals against the "crisis levy", an open letter to him had been drafted by the Executive Committee and was presented to the Staff Council, since the Association cannot accept in future the Director General systematically refusing to give further consideration to internal appeals against Council decisions affecting all staff members. The Staff Council approved unanimously the letter, as well as its publication in the Bulletin and the WEB site of the Association.

An appeal to the International Labour Organization Administrative Tribunal (ILOAT) is being prepared with the help of our legal advisors.

- **Assizes of the Staff Association**

These will be held on 17 June with members of both the old and new Staff Council. Two main topics will be tackled:

The policy of the Association for the next twelve months

The Executive Committee will review progress over the past year on the implementation of its programme, the current status of various topics, followed by its programme for the forthcoming year if its mandate is renewed. Then any other teams standing for election will be invited to present their programmes.

The role of delegates in the Divisions

In particular their role in welcoming new arrivals and in disseminating information. Also what training do the delegates need.

Meetings of the Standing Concertation Committee, Finance Committee and the CERN Council

The meeting of the SCC of 4 June will be mainly devoted to matters arising from the last meeting of TREF.

The Staff Association will also ask that internal discussions are resumed on improving Administrative Circular n° 26 on MOAS, and on amendments to the definition of family in the Staff Rules and Regulations. The Staff Council took note of the agendas of the meetings of the Finance Committee, 18 June and CERN Council 20 June. The points directly affecting staff are available on our WEB site.

The results of these meetings will be given to the personnel on 24 June, at 9.00, 10.00, 11.00 in the Main Auditorium. The Staff Council expressed its desire that the Director General would also report to all the staff on the situation. This request will be passed on at the SCC meeting. After discussion on various items of any other business, including information that the mandate of the delegate for equal opportunities at CERN had been prolonged by the Director General until April 1998, the meeting closed at 5.20 p.m.