

INFORMATION

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Ordinary Meeting of Staff Council, 7 August 1996

Summary: Programme of the Executive Committee (firms, creation of employment/choice in working time - strengthening our system of social security) - information to the delegates and to all the staff - outsourcing - first employment programme - example of internal mobility - relations with the Member States - follow-up of the judgements of the ILOAT on the appeals concerning salaries for 1993 and 1994 - financial balance sheet 1995-1996, draft budget 1997.

The meeting, with Marilena Streit-Bianchi in the chair, opened at 2 p.m. with the showing of a video recording of the staff demonstrations during the meeting of the Finance Committee on 9 November last year. This recording will be shown during the next Annual General Assembly scheduled for 3 October.

Programme of the Executive Committee

The President of the Staff Association presented a progress report on the programme of the new Executive Committee, the main lines of which had been approved by the Staff Council at its meeting of 25 June [see bulletins 30 and 31].

Firms

The programme foresees the establishment of a site agreement by the authorities of the Host States, CERN and the social partners to assure honest competition between the tendering firms and correct protection for the staff. The Executive Committee had participated at a meeting with the French and Swiss unions on 6 August. The participants will update a draft site agreement, produced in 1986 by the works inspectorate of Ain. The creation of a common structure representing all the personnel working on the site was discussed with the aim of reaching a decision at the next meeting scheduled for 16 September.

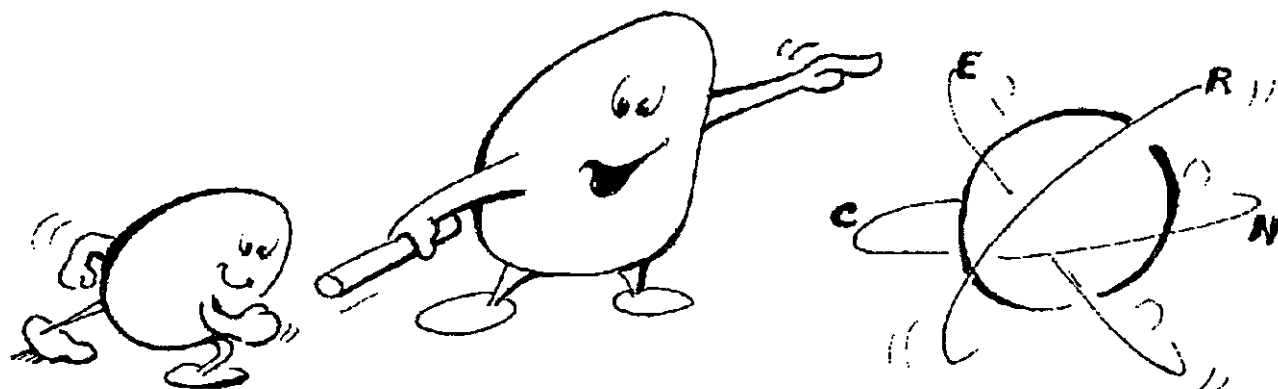
Creation of employment/Choice in working time

The Executive Committee presented a draft framework agreement for negotiation consisting of different formulae of reduction and distribution of working time which could be freely chosen by the

personnel, with a reduction in workload and an equivalent deduction on the pay slip. The personnel could thus "buy" a new recruit, free time, tied to a programme of recruitment. This agreement must include a commitment by the Management to use the resulting economies to create employment, and the tools to ensure this commitment is respected.

The Staff Council supported in general the project of the Executive Committee, but insisted upon the following points:

- the presentation must start by the need to create employment opportunities for the young, with the transmission of knowledge to ensure that the Organization keeps its technical competence; the voluntary reduction in working time is a way of achieving this aim;
- the reduction in salaries must be conditional on a clear, detailed, firm commitment of the Management and the governing bodies of the Organization on the medium term personnel budget, for example on the lines of the Bannier procedure, otherwise the proposal must be withdrawn;
- it is advisable to watch very carefully that the reduction in time and the workload for those with indefinite contracts do not result in more work for the young who have short term contracts, since already certain supervisors have the tendency to ask the latter to work more than 40 hours per week to prove their dedication to CERN;
- the level of pensions must not be changed.



for the future, secure the transfer of skills

With these remarks the project *was approved* by the Staff Council, the members of which will receive the necessary documentation and they were requested to disseminate the messages to their colleagues in advance of the meetings on the subject to be held in each division in September.

Strengthening our system of social security

Health insurance: a meeting of the enlarged Executive Committee on this topic would be held on 16 August to examine the question of long-term care.

Pension fund: the Council heard the report of the meeting of the Governing Board of the Pension Fund on 6 August. During this meeting the Association submitted a proposal to increase the values of transfer and buying in to take account of the changes of the actuarial parameters introduced in 1991.

Information to the delegates and to all the staff
The Staff Council *took note* of a document from the Executive Committee concerning the Web server of the Association which will become eventually the main source of information for the delegates of the Staff Council, CERN staff and even the outside world

Outsourcing

The Staff Council *took note* of a list of questions, prepared by the Executive Committee, on the market survey being prepared for the outsourcing of informatics services so as to free staff members to work for the LHC experiments. A delegate emphasised the loss of internal competence as a result of the outsourcing policy and was of the opinion that the Management should on the contrary improve and make the most of the skills already available. The members of the Staff Council were invited to raise these questions in their divisions.

First employment programme

The staff council *took note* of the provisional directives drawn up by Personnel Division concerning first employment, certain of which appear shocking, notably the systematic recruitment at a grade below the scale in force which becomes an obligation whereas the new Staff Regulations only make this a possibility.

The President of the Association reminded the Staff Council that within the framework of the creation of employment and the choice in working time, the Management must to begin by proving its commitment by allowing three first employment recruitments for every two posts in the staff complement.

Example of internal mobility

The Staff Council *took note* of a memo from the SL Division Leader setting up the publication of internal vacancies to encourage mobility within this division.

Relations with the Member States

The President explained that the Association will host on 25 September a cocktail party for the delegates of the Member States to discuss with them primarily the future of the Organization and the uncertainties or threats which hang over it; the loss of technical and scientific competence, of motivation and the risks undermining social peace. Each delegation will be received by two of their compatriots who will be briefed on the objectives.

Follow-up of the judgements of the ILOAT on the appeals concerning salaries for 1993 and 1994

The judgements pronounced by the Administrative Tribunal of the ILO following the appeals introduced by the Staff Association on the subject of indexations of salaries in 1993 and 1994 have understandably been very disappointing and a new appeal concerning indexation for 1995, which caused a further loss of purchasing power, had been suspended pending these judgements. The Staff Council *mandated* the Executive Committee to decide upon this appeal depending upon the legal advice it received.

The appeal to the ILOAT made by the firemen was also very disappointing and the initial career path of those concerned has not been changed. However the position of certain members of the hierarchy has evolved and a rearrangement of the service is foreseen, which could bring a positive change to the situation.

Financial balance sheet 1995-1996, Draft budget 1997

The Treasurer of the Association presented and commented upon the two documents drawn up by the Executive Committee which *were approved* (with one abstention for the draft subscription rate and the 1997 budget). The Staff Council suggested to the Executive Committee to ask the Administration to participate financially in the cost of protecting the works exposed at CERN in the framework of the exhibitions of the Association.

The meeting was closed at 5.40 p.m.

GROUPEMENT DES ANCIENS DU CERN

La prochaine permanence du Groupement des Anciens du CERN se tiendra le :

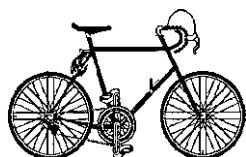
MARDI 3 SEPTEMBRE 1996

de 14h.00 a 17h.00

dans les locaux de l'Association du
Personnel
Batiment 64 R-010

Les permanences du Groupement des Anciens du CERN sont ouvertes a tous les beneficiaires de la Caisse de Pensions et a tous ceux qui approchent la retraite.

CLUBS



VELO

Prochaines sorties:

SAMEDI 31 AOÛT

55 kilometres, rendez-vous parking eglise de Pouilly.
Et egalement depart pour les inscrits de la semaine.

SAMEDI 7 SEPTEMBRE

14h00 parking piscine Ferney Voltaire pour
quelques kilometres a votre choix et pour la
direction a votre gre.

RAPPEL

SAMEDI 14 SEPTEMBRE, nous recevons nos amis
Cyclos d'Annemasse, les recettes de gateaux sont
sorties du tiroir ?



SKI

Nos seances de gymnastique debuteront le :

mardi 17 septembre, a 18h.00 et a 19h.00

Les cartes de participation seront en vente le :

jeudi 12 septembre de 17h.00 a 17h.30
a la Cafeteria du restaurant No.2
Batiment 504

Aucune carte ne sera vendue a l'avancee. Si vous etes
absent ce jour la, veuillez deleguer un ami SVP.
Merci

Freddy Streun



CROQUET

The 1996 Swiss championships consist of three events: the novices, handicap and advanced. The preliminary rounds of the handicap championship have been running since early July, resulting in the four best players out of the nine participants meeting in the final stage on the Preveessin site lawns on Saturday 17th August. By way of explanation, when player A (say a 3 handicap) plays a weaker player B (a 10 handicap), A's handicap is reduced to 0 and B's by the same number to 7. A gets no extra turns (called 'bisques'), while B can use his 7 at any time to frustrate A's attempts to organise an easy shot to his next hoop. A's only hope is to hit in (usually from up to 30 metres away!), then construct a break of as many of the 12 hoops as possible, repeating the process with his second ball later.

In Saturday's first semi-final, last year's winner Will Howell used his 7 1/2 bisques to devastating effect to beat Norman Eatough 2 - 1, while Mike Gerard used his 1 to overcome Mike Sale.

In Sunday's final (also best of three games), a battle royal ensued in the first game, with Mike finally emerging winner at 23 - 19 as time was called. A cagey start to the second game suddenly ended when Mike set up a 4-ball break and finished with a sound 26 - 2 win, becoming the 1996 Swiss handicap champion (congratulations on his first Swiss championship success).

For further information on croquet, please
contact: Ian Sexton (75797) or
Norman Eatough (059 50 41 21 87).