

INFORMATION

Association
du personnel
CERN

Staff
association
CERN

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First Employment Programme

Summary: a first employment programme was part of the package of measures resulting from the conciliation last year – the Management is presenting its implementation proposals to the Finance Committee and Council – the Association considers that these proposals constitute neither a real programme, nor first employment.

We must return again to the subject of the "package" resulting from the conciliation at the end of last year. Undoubtedly you will remember that the CERN Council created a restricted conciliation group, chaired by a Member of the Council and consisting of three delegates of the Member States, three representatives of the Director General and three representatives of the Staff Association. This group presented proposals to the Council on a set of measures resulting from the five-yearly remuneration review.

We have called this set the "package". You were consulted and have accepted by a large majority this package. One of the elements was that "Council adopted the principle of introducing a First Employment Programme", accompanied by the request that proposals be presented in June 1996 for implementation.

It is useful to inform you here how the First Employment Programme became part of the results of the conciliation. During the third meeting of the restricted group, in the presence of the Director General, his representatives and certain delegates of the Member States have proposed to introduce an "entry grade" at CERN for each career path, below the existing lowest grade of these career paths.

The representatives of the Staff Association have categorically refused this proposal which did not result from any of the data gathered for the five-yearly review of remuneration. They have threatened to break off the discussions if this proposal was maintained. They proposed, on the other hand, the introduction of a first employment programme. This proposal was accepted first by the restricted group, then by the CERN Council.

In view of what had happened, the representatives of the Staff Association were astonished to hear the Director General, first at the meeting of the Finance Committee on 13 December, then at the Council meeting of 15 December, declare that in this "package" *he liked very much entry grades!* [the minutes of the Finance Committee, approved on 20 March 1996, mention *first employment programme* not *entry grade*. We have not seen yet the minutes of the Council.]

The significance of this "slip of the tongue" became very clear when, early this year, the Management presented to us its draft documents supposedly containing proposals for implementing a first employment programme. There was no programme and there was no question of first employment. Instead the proposal was to recruit members of the personnel starting their career at CERN in a grade below the lowest existing grade of each career path!

The Staff Association obviously has protested vehemently both in the Standing Concertation Committee and in the tripartite form TREF. To the latter it submitted a document entitled "First employment programme", CERN/AP/TREF/1, dated 30 April 1996. This reaction, coupled with that of several representatives of the Member States in TREF, has led the Management to amend its proposals, but not sufficiently to allow the Staff Association to accept them as corresponding to a real first employment programme. It is still neither a real programme, nor really first employment.

In effect, based on a curtailed presentation of rudimentary comparisons with other international organizations, the Management in its document "FIRST EMPLOYMENT PROGRAMME, Implementation proposals by the Management",

At its meeting of 25 June, the Staff Council elected a new Executive Committee. Only one list was proposed, which was elected by 33 votes for, 3 against and 1 blank.

Au cours de son meeting du 25 juin, le Conseil du Personnel a élu son nouveau Comité Exécutif. Une seule liste a été proposée, qui a été élue par 33 pour, 3 contre et 1 blanc.

The new Committee took office on 26 June.

Le nouveau Comité a pris ses fonctions le 26 juin.

NEW EXECUTIVE COMMITTEE / NOUVEAU COMITE EXECUTIF

VITASSE Michel	SL	B	President/Président
BALL Derek	AS	A	Vice-President/Vice-Président
MATHEYS Jean-Pol	ECP	A	Vice-President/Vice-Président
COLLOMB Raymond	FI	B	Treasurer/Trésorier
AYMON Marcel	PE	B	Secretary/Secrétaire
BROUZET Etienne	SL	A	Information Officer/ Responsable de l'Information
GHINET François	SL	A	Member/Membre
LEFEVRE Christiane	AS	C	Member/Membre
WEISZ Sylvain	SL	A	Member/Membre
BORGHINI Michel	PPE	A	Standing invitation/Invité permanent

The programme of the new Executive Committee for its mandate 1996/1997 will be published next week.

Le programme du nouveau Comité Exécutif pour son mandat 1996/1997 sera publié la semaine prochaine.

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