

INFORMATION

Association
du personnel
CERN

Staff
association
CERN

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ORDINARY MEETING OF THE STAFF COUNCIL, 14 MAY 1996

Summary: Radiation protection – TREF (pension fund, health insurance, first employment programme, detachments programme, apprenticeship programme) – SCC (health insurance, first employment programme) – YORICS (legal symposium, constituting meeting) – Mutual aid fund.

The Staff Council met on 14 May at 2 p.m. under the chairmanship of Marcel Aymon.

Radiation protection

The Council heard a presentation by Manfred Höfert, Head of the Radiation Protection Group, summarising and commenting upon the reports of the CRII-RAD¹ and of CERN². The Members of the Council then asked a large number of questions concerning the natural level of radioactivity, film-badges and the wearing of them, access to controlled zones, problems related to sub-contracting at CERN, security training, etc.

Manfred concluded by insisting upon the openness of radiation protection at CERN and inviting members of the Staff Council to go and discuss with him if they have any doubts in particular cases.

Tripartite Employment Conditions Forum, TREF – Report on the meeting of 8/9 May

1) Comments of the Management on the Actuarial Review of the Pension Fund

These comments were postponed until the September meeting.

¹ entitled "Contrôles radiologiques au CERN", dated April 1996 (see Bulletin n° 20 & 21/96). Following the publication of our articles, some sixty members of the personnel have come to take a copy of this report from our Secretariat.

² entitled "Réponses aux allégations de la CRII-RAD à l'égard du CERN en matière de radioprotection", dated 16 May 1996. According to the memorandum of the Director General, dated 9 May which was sent to all the members of the personnel, this document is available in the Divisional Secretariats.

2) Guarantees for pensions in the event of the dissolution of the Organization – Third Progress Report By Task Force on Reintegration

The Task Force met together with five members of TREF (Germany, France, The Netherlands, Portugal and the Staff Association) and a representative of Switzerland on the morning of 8 May to continue the discussion on the Report of the Chairman of this Task Force, Mats. O. Ottosson.

The Member States present admitted that the CERN Council had voted a resolution in 1986 engaging CERN, prior to dissolving the Organization, to put the Pension Fund in technical balance and then to transfer its funds to an International Foundation under Swiss Law which would take responsibility for paying pensions. However they are reluctant to state that they engage to do so by paying any funds which may be missing.

The discussions on the text proposed concerning the annual adjustment of Pensions by the Foundation will be continued at the third such meeting, on 18 June. Should the report be modified the Swiss Government reserves its agreement until it has studied the changes. In the circumstances the presentation of the Report to the Finance Committee and the CERN Council which was foreseen for June will be postponed until December.

3) Health Insurance Scheme – Progress report on the study of cost containment measures for 1997, CERN/TREF/70

The Management has presented this report which outlines the main steps envisaged to keep the same level of benefits provided by the CERN Health Insurance Scheme whilst controlling their cost. These steps have been discussed in detail in the

Standing Concertation Committee, SCC, and are reported under this heading.

4) First Employment Programme – Implementation proposals by the Management, CERN/TREF/71 and Comments by the Staff Association, CERN/AP/TREF/1

The Management had prepared a document which proposed that in future Staff Members recruited with less than three years pertinent experience should be placed in a so-called first employment grade introduced below each career path. The Association considered that the proposals constitute neither first employment nor a programme.

The Forum discussed this at length and, in the opinion of the representatives of the Staff Association, has persuaded the Management to shift its position towards a true programme and nearer to first employment. A consensus was reached that staff members acquiring their professional experience at CERN should not be treated worse than their colleagues who had acquired this experience in other organizations or firms.

5) Detachments Programme – Implementation Proposals by the Management CERN/TREF/72

These proposals which would allow exchanges for a limited time between CERN and industry have been welcomed by the delegates of the Member States. The Staff Association has not opposed them.

6) CERN Apprenticeship Programme

The Member States, who had requested that the existing programme be extended to young persons from all the Member States, clarified their intentions. They did not want to set up additional national apprenticeship programmes, only extend the eligibility of attending the existing Swiss system to include their nationals.

The Management will continue its studies, and the Staff Association is not opposed to extending the system in this way provided the supervision and protection of these foreign minors can be assured.

Standing Concertation Committee (SCC) – Preparation of the meeting the following day, 15 May

1) Health Insurance

The Staff Council has studied a proposal of the Management to modify article RIV 1.17 of the Staff

Regulations (Obligation to furnish information and family status) designed to allow the implementation of measures to control the costs of the health insurance, via the health insurance of spouses of staff members who have a professional income. The Council, whilst fully in agreement with the principle of a better solidarity between members of the personnel and their families, pointed out the obligations of CERN to assure the social protection of members of the family. It has rejected the formulation proposed for article R IV 1.17 as too general and it has instructed its representatives in the SCC to explain and defend firmly these opinions.

2) First employment programme

The Council has instructed its representatives in the SCC to make certain that the progress made during the discussions in TREF are taken into account by the Management.

In all events, the Staff Council has decided to hold a special meeting (later fixed for 22 May) to study the documents that the Management is preparing for the Finance Committee and Council meetings in June. These documents will be studied in the near future at a special meeting of the SCC (later fixed for 23 May).

Yearly Organizing Reunion of International Civil Servants (YORICS)

1) Symposium on the functioning of the Administrative Tribunal of the International Labour Organisation (ILOAT)

This symposium has been organised on 2 May at the ILO, by our colleagues from the European Patent Office within the framework of YORICS.

2) YORICS Constituting Meeting

During this meeting on 3 May, the Statutes of YORICS as a Non-Governmental Organization, NGO, have been studied, amended and approved by the personnel representatives present, including two from CERN. More information will be given in a future article.

Report of the Mutual Aid Fund

The Staff Council approved the report of the Mutual Aid Fund, whose members perform an invaluable service with great dedication, and has approved the subsidy requested for 1996.

The meeting was closed at 5.30 p.m.

CONSEIL DU PERSONNEL

La 378ème réunion du Conseil du Personnel aura lieu :

LUNDI 3 JUIN 1996, à 14h.00
Salle du Conseil - 1er étage - Bâtiment Principal

Ordre du jour

1. Election du président de séance
2. Adoption de l'ordre du jour
3. Approbation des procès verbaux des 16 et 30 avril
4. Activités du Comité exécutif : *premier emploi, assurance maladie, réunion CCP du 14/6, réunions du Comité des finances et du Conseil des 19 et 21 juin, etc.*
5. Assises et élections
6. Présentation orale du Plan de formation CERN 1996 : invités W. Blair et P.G. Innocenti, à (16h.15)
7. Divers

Les réunions du Conseil sont publiques et vous pouvez y assister.

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REMINDER

Elections to Staff Council

If you have received a ballot paper and have not yet voted please do so NOW. The delegates of the Staff Association work hard on your behalf. Show your support by taking the time to vote.

The closing date for receipt of completed ballot papers is

Friday 7 June, at noon.

RAPPEL

Elections au Conseil du Personnel

Si vous avez reçu un bulletin de vote et que vous n'avez pas encore voté, s'il vous plaît, faites-le dès MAINTENANT. Vos représentants au Conseil du Personnel travaillent pour vous. Montrez-leur votre support en prenant une part active aux élections.

La date de clôture de réception des bulletins de vote est le

Vendredi 7 juin, à 12h.00