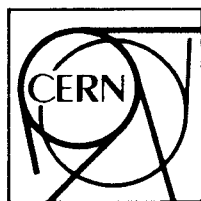


BULLETIN ASSOCIATION DU PERSONNEL

Les informations paraissant dans la rubrique "Association du Personnel sont publiées sous la seule responsabilité de l'Association du Personnel du CERN.



☎ **2819 - 4224**

STAFF ASSOCIATION

The information presented in the Staff Association section of the Bulletin is published under the sole responsibility of the CERN Staff Association.

1st November 1989

OPEN LETTER TO THE DIRECTOR-GENERAL CONCERNING THE AWARD OF INDEFINITE CONTRACTS

Dear Director-General,

This letter concerns **the award of indefinite contracts to staff members. Over 100 members of the personnel** would currently be eligible for an indefinite contract in normal circumstances. The moratorium imposed by the CERN Council in 1987 has hitherto prevented you from being able to take decisions on such cases.

Let us review the facts: for many years up to 1987 staff members over the age of 30 with two years' service or under 30 with five years' service were eligible for an indefinite contract.

In June 1987, the CERN Review Committee (CRC) submitted an Interim Report in which it noted that:

[there are] 3440 staff members (physicists, engineers, technicians and administrative staff) employed by CERN, of whom 91% have indefinite contracts in 1987",

while failing to point out that this situation was in fact due to the substantial reduction in the rate of recruitment from 1976 onwards. One of its recommendations was:

"[...] pending the final decisions of the Council, which can only be taken on the basis of the Final Report, the Review Committee considers it important that containment measures be implemented to avoid any aggravation of the present situation. **To this end, it proposes that the Committee of Council adopt the Second Recommendation set out below.**

Second Recommendation

By way of containment measures, the Committee of Council invite the Director-General to limit, with immediate effect, the recruitment of new staff and granting of indefinite contracts to the minimum compatible with formal commitments already entered into."

At its June 1987 Session (CERN/1661) following the submission of this Interim Report, the Council adopted the following Resolution (CERN/1659/Rev.2):

"RESOLUTION

The Council, [...]

DECIDES:

1. The Director-General is requested to take the necessary steps, in accordance with Articles I 1.03 and I 1.04 of the Staff Rules and Regulations, to limit for one year the granting of indefinite contracts to the minimum compatible with formal commitments already entered into by the Organization.

This provision shall form an integral part of the Staff Rules and Regulations and shall be reviewed when Council will make its formal decision on the basis of the final Report of the aforementioned Group.

2. In addition, the recruitment of new staff shall be limited to the necessary minimum required by the Organization's needs."

In December 1987, the CRC submitted its Final Report and the Council "took note" of it.

It should be noted that **formally** the moratorium was imposed in June 1987 for one year. The Review Committee submitted its Final Report to Council in December 1987 and Council took its final decision on the document by "taking note" of it. In our view, formally the moratorium is no longer in force and confidential discussions in the Committee of Council would make no difference to that fact.

In addition, we consider that **the Director-General must have full responsibility for managing the Laboratory**, as indeed the CERN Review Committee recommended in its Final Report. That implies, in particular, that you should be able to grant indefinite contracts as usual in accordance with the Organization's needs and the calibre of the candidates.

We of the Staff Association are particularly concerned about **the human dimension** and cannot tolerate the idea that the Organization should keep members of the personnel in uncertainty for years as to their future and the likelihood of their being able to go on working in the Laboratory. Such a procedure constitutes a fundamental lack of respect on the part of the Organization for its staff, for which we know very well that you are not responsible. Moreover, the systematic granting of fixed-term contracts would have the effect of reducing job security, which would not be in the interests of either the staff or the Laboratory.

As a result of our conviction that you share this point of view, the Staff Association therefore requests that **you re-assume the freedom to grant indefinite contracts forthwith without any fixed percentage quota, on the basis of the procedures for granting such contracts which were in force prior to the moratorium.**

We are entirely at your disposal for any discussions concerning this matter.

Yours sincerely,

Original in French

DEPARTS ANTICIPES

Le groupe de travail spontané sur les départs anticipés nous a demandé de publier le texte suivant :

“DEPARTS ANTICIPES

Le Groupe de Travail a fait parvenir un sondage à toutes les personnes dont le départ a été refusé, et qui se sont fait connaître à l'Association du Personnel.

Jusqu'à ce jour nous avons reçu 140 réponses sur 190 envoyées (délai de réponse 10 novembre)

1. Unaniment, le Groupe de Travail est reconnu “porte-parole” des 300 refusés, afin de défendre leurs intérêts.

2. Massivement, une réunion d'information est réclamée dans les plus brefs délais.

3. Plusieurs personnes sont en faveur d'actions, afin de faire comprendre à la hiérarchie, qu'il faut absolument mettre en place un système de départ anticipé, le plus rapidement possible (1er janvier 1990), acceptable pour les deux parties, (Organisation et demandeurs), et ne pas commettre à nouveau l'injustice énorme de décembre 1988.”

Rappelons que l'Association du Personnel est favorable à une politique cohérente de rajeunissement du personnel, à l'aide d'un système continu de départs anticipés par accord mutuel, ouvert à tous, et à l'aide de recrutements en nombre suffisant. Elle soutient donc le plan de rajeunissement actuellement proposé par la Direction au Comité des Finances et au Conseil.

IMPOTS FRANCAIS

Français - Résidents permanents - Etrangers

Lorsque le fonctionnaire CERN a en France son domicile fiscal et qu'il perçoit d'autres revenus, le calcul du remboursement effectué par les Services locaux des Impôts n'est pas toujours conforme aux circulaires administratives.

En cas de doute, veuillez prendre contact avec le Secrétariat de l'Association du Personnel ☎2819 - 4224.

CREDIT SOCIAL DES FONCTIONNAIRES

Prochaine permanence du Crédit Social des Fonctionnaires :

vendredi 17 novembre 1989, de 14h.00 à 16h.00

Salle d'Entretien de l'Association du Personnel
Bât.64 - R-002

Pour prendre rendez-vous, ☎2819.

COLLECTES A LONG TERME

Vente d'artisanat au profit des projets des Collectes à long terme les

22, 23, 24 novembre de 11h.00 à 14h.00

Nous avons besoin de quelques volontaires pour nous aider.

Veuillez SVP contacter J. Monteiro 6636 ou J.M. Thomas ☎2761.