

STAFF_ASSOCIATION@MACMAIL.CERN.CH

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ORDINARY MEETING OF THE STAFF COUNCIL, 22 SEPTEMBER 1994

Summary:

1. Report on the activities of the Executive Committee: Annual report, relations with other international organizations, Statutes of the Association, Regulations of the Individual Cases Commission, vacancy notices, salary scales for 1993 and 1994, salary index for 1995, agenda of the SCC of 23 September, fire and rescue service.
2. Elections to the various official committees and boards.
3. Setting up of the internal committees of the Association.
4. Meeting of the Tripartite Employment Conditions Forum (TREF), 27 September and the "Five-yearly" remuneration review.
5. Assiduity of the delegates to the Staff Council meetings.

The Staff Council held its 343rd meeting on 22 September at 1430. It first heard and discussed the **report on the activities of the Executive Committee**.

Annual Report: Staff Council members received at the meeting copies of the new Annual Report and the Council congratulated by a round of applause the efforts made in particular by Derek Ball, Gunilla Jantiard and Sonia Jaroso concerning its content and style.

Relations with other international organizations: a status report and the planned follow-up was presented of the meetings with our colleagues from other scientific and technical organizations based in Europe on the 1st September, and with our colleagues from other international organizations on the 2nd September (YORICS)¹. A meeting on 16 September with our colleagues from FICSA, has advanced the follow-up, in particular the preparations for the legal symposium, in New York next January.

Statutes of the Association: during the meeting of the Standing Concertation Committee (SCC) on 24 August, the Director General and the legal advisor of the Organization explained the reasons which, according to them, make the Statutes approved by the Extraordinary General Assembly on 29 September 1993, incompatible with "the aims and activities of the Organization and with its character as an international body". Following the discussion, the Director General reduced his number of requests for changes to three. The Executive Committee is waiting for the minutes of this SCC to be approved before sending them to its own legal advisor for his opinion².

Regulations of the Individual Cases Commission: during an "open" meeting of the Executive Committee³ on 16 September, a draft has been discussed which will be completely rearranged whilst keeping the basic principles approved by the Staff Council on 9 August. Hence its presentation for formal approval to the Staff Council has been postponed.

¹ we have already mentioned these in bulletin n° 37/94 dated 12 September 1994.

² this has now been done.

³ a meeting to which are invited all delegates who are interested.

Vacancy notices: the Executive Committee had noted that some forty posts had been published by the Administration since the beginning of the year as "limited duration", whilst it seemed very clear that according to the normal criteria they corresponded to posts of unlimited duration. It had written to the Director General for an explanation. He had only replied partially to the questions raised and the Executive Committee is continuing its examination of the situation.

Salary scales for 1993 and 1994: following judgement n° 1368 of the Administrative Tribunal of the International Labour Organization, the Management has prepared a document entitled *Salary Scales for 1993 and 1994*⁴ in which it asks "the Finance Committee to recommend to Council and Council is asked to decide a salary index for 1993 and a salary index for 1994". It recalls that these decisions should be taken on the basis of the calculated indices for 1993 and 1994, but also indicates that Council fixed the overall personnel budget indices for 1993 and 1994 at 2.4% and 1.6% respectively. The Executive Committee requested that, conforming to the spirit in which the tripartite forum TREF had been conceived, this document should be placed on the agenda of its meeting of 27 September, for an exchanges of views, but the Director General had refused, arguing that the salary decisions were constrained by the previous decisions on the budget.

Salary index for 1995: the Geneva cost-of-living index for the period August 1993 to August 1994 is 1.0%. The Executive Committee had detected an error of principle concerning the second component of the method in the first version of the document on the cost-variation index for 1995 prepared by the Administration. The document had then been modified. The Administration had requested that this version be placed on the agenda of the TREF meeting on 27 September, which the Association found completely normal.

Agenda of the SCC of 27 September: the Staff Council noted the draft agenda and the positions of the Executive Committee.

Fire and rescue service: the Staff Council heard a report on the numerous problems which exist in TIS division concerning the fire service and on the diverse unsuccessful attempts which the Executive Committee had made over a period of several years, to have an examination undertaken on the mission and the functioning of this service, also on the accumulation of stress and the incomprehension which results in departures, illness, demotivation and breaking off of communication.

⁴ CERN/FC/3731 - CERN/CC/2059 dated 24 August 1994.

It took note also that, during a recent meeting of a joint advisory board, the Leader of TIS division, representing the Administration, had made very serious accusations against all the firemen. An administrative enquiry must take place and the Executive Committee intends to ask to participate in it. The Staff Council gave the Executive Committee, by 35 votes for and one abstention, freedom of action to react as it deems necessary in these circumstances, including calling upon all the personnel.

Elections to the various official committees and boards: as is usual at this time of year, the Staff Council elected its representatives to a number of official committees. The list is given at the end of this article.

Setting up of the internal committees of the Association: as we have mentioned before⁵, the Staff Council has created internal committees to study, consider and to make proposals on various subjects:

- health insurance
- budgets and possible economies
- professional training
- integration in the Host States
- MOAS
- pensions and Pension Fund
- the situation of women at CERN
- scientific associates and CERN users
- training for delegates
- health, safety, and environmental protection
- nursery school and kindergarten
- personnel of firms working at CERN
- external relations
- reintegration in the Member States

The composition of these committees has been finalised, each consisting of a correspondent of the Executive Committee, but each must choose a reporter; the committees must meet quickly and make a report on their progress in October or at the latest November.

Meeting of the Tripartite Employment Conditions Forum (TREF), 27 September and the "Five-yearly"⁶ remuneration review: the Executive Committee recalled that, since many years, the CERN has an established tradition of tripartite (delegates of the Member States, Administration, Staff Association) meetings, suspended since the negotiations⁷ of the summer of

⁵ see bulletin n° 30/94 dated 25 July 1994

⁶ the inverted commas are justified by the delay in starting this review, initially foreseen to be completed by December 1994.

⁷ "negotiations" according to the Organization.

1990 and started again, at the request of the Association, in March with the creation of the restricted tripartite Group chaired by John Walsh. The tripartite employment conditions forum (TREF) will start its work in the afternoon of 27 September. The Association will be represented by its President and two Vice-Presidents. The Staff Council took note of the draft agenda of this meeting:

- opening remarks by the Chairman
- statement by the Director-General
- mandate and working procedures
- remuneration review (short history of past reviews, preparation by the Management for the collection of data for the remuneration review)
- information on the cost-variation index for 1995
- future work plan and dates of meetings
- outline of the Chairman's progress report to Finance Committee.

The Staff Council asked that its representatives emphasise the importance that it attaches to the work of this tripartite forum.

Assiduity of the delegates to the Staff Council meetings: this point was placed on the agenda by two new delegates, struck by the absence, sometimes repeatedly, of delegates at the meetings of the Council. Statistics were shown of the attendance rate for the previous years. Various ideas were discussed and will serve as the basis for future proposals to encourage delegates to attend and participate in the meetings. The question will be taken up again later.

Any other business: timetable for the elections of a member and an alternate to the Governing Board of the Pension Fund: the Staff Council took note of the timetable for these elections; many delegates felt that the interval of 15 days between the publication of the timetable (Monday 26 September) and the deadline for depositing candidatures (midday 10 October) was too short; they asked that it be extended in future to allow members of the personnel who were absent from CERN for longish periods to stand for election. In addition it was decided to put the question of these elections and the position of the Association towards them on the agenda of the next Council meeting.

The meeting closed at 1750.

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ELECTION RESULTS BOARDS AND COMMITTEES

Joint Advisory Disciplinary Board

Derek Ball	member
Georges Caniac	1st alternate
Michel Bonnet	2nd alternate

Joint Advisory Rehabilitation and Disability Board

Henri Piney	alternate
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Joint Advisory Appeals Board

Michel Hansroul	member
François Ghinit	1st alternate
Régis Pizot	2nd alternate

Joint Training Board

André Arn	member
Derek Ball	member
Poul Frandsen	alternate

Restaurant Surveillance Committee

Derek Ball	member
René Barthélémy	member
Georges Caniac	member
Michel Boffard	alternate
Delecurgo Brozzi	alternate

CERN Research Board

Gert Harigel	member
Helmut Haseroth	alternate

Training Executive Committee

Poul Frandsen	observer
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Nursery School Management Board

Jean-Pol Matheys	member
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CONSEIL DU PERSONNEL

La 346e réunion du **CONSEIL du PERSONNEL** aura lieu :

MARDI 11 OCTOBRE 1994, à 14h.30
Salle du Conseil - Bâtiment Principal - 1er étage

ORDRE DU JOUR

1. Election du Président de séance
2. Adoption de l'ordre du jour
3. Assemblée générale ordinaire du 5 octobre : conclusions, suivi
4. Activités du Comité Exécutif
 - *réunions du CCP du 23/9 et du 7/10,*
 - *réunion TREF du 27/9*
 - *réunion du Comité des Finances du 28/9*
 - *etc...*
5. Conseil d'Administration de la Caisse de Pensions
Election des représentants du personnel
6. Révision quinquennale - point de la situation
7. Présence aux réunions du Conseil du personnel - suite
8. Divers

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

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