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STAFF ASSOCIATION

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SUMMARY OF THE FINANCE COMMITTEE MEETING OF 24 JUNE 1981 AND THE
SESSION OF THE COUNCIL OF 26 JUNE 1981

The following points will be dealt with in this summary :

1. Chronology of events
2. Council decisions
3. Comments

1. CHRONOLOGY OF EVENTS

- 1.1 The Report of the Chairman of the Working Group was discussed at the Finance Committee on 24 June 1981. This Report contained, in addition to the view of the majority of the Member States Delegations, the minority views expressed by certain Delegations (DK, N, NL, S), by the Staff Association and by the CERN Management.

During the discussions at the Finance Committee, the President of the Staff Association was allowed, exceptionally, and for the first time in the history of CERN, to present our point of view.

In its recommendations to Council, the Finance Committee :

- requested Council to clarify the correct interpretation of the Terms of Reference it gave to the Working Group on Pensions (meaning of the word "comparable");
- to approve in its totality the recommendations of the Working Group, in particular the adjustment of 7,5,5 points staged over three years;
- did not take any obligation with respect to the fourth step;
- requested the Director-General to start a survey of the Pension Fund immediately and to take the appropriate measures to produce the information necessary for a decision to be made concerning the guarantee of the payment of benefits by the Fund in the case of dissolution of the Organization.

- 1.2 In consequence, the Staff Association maintained its notice to strike which had a massive following on 25 June 1981 from 09h30 to 12h00.

- 1.3 Council was unable to obtain agreement on the correct interpretation of the Terms of Reference which it had given to the Working Group on Pensions in 1980. Its decisions did not go beyond the recommendations of the Finance Committee.

Concerning the fourth step, a Working Group, whose Terms of Reference will be decided by Council, will study this question within the framework of the overall review of social conditions at CERN in 1983.

2. COUNCIL DECISIONS (summary)

2.1 LEVELS (in the case of full Pensions)

	1.1.1981 : + 7 points	1.1.1982 : + 5 points	1.1.1983 + 5 points
Single	+ 7 %	+ 12 %	+ 17 %
Married	+ 7 % + 125 FS	+ 12 % + 214 FS	+ 17 % + 304 FS
Widows	+ 7 % + 38 FS	+ 12 % + 64 FS	+ 17 % + 91 FS
Children allowance	+ 51 FS	+ 87 FS	+ 123 FS

2.2	<u>CONTRIBUTIONS OF THE STAFF</u> *	<u>OF THE ORGANIZATION</u> *
1.1.1981	0,17%	0,17%
1.1.1982	0,58%	0,58% + 0,10 MFS
1.1.1983	0,82%	0,82% + 0,25 MFS

2.3 BENEFICIARIES

CERN Staff as well as existing pensioners should have the option to receive the adjustments to the benefits.

2.4 APPLICATION

The Management Board of the Staff Insurance Scheme has been charged to prepare - up to the end of the year - a proposal based on the actuarial parameters of the Fund and the normalized Staff contribution, which will determine how to obtain the backpayments required. The Management Board must prepare a draft revision of the Rules, also for the end of the year.

3. COMMENTS

- 3.1 The 17 points agreed for the years 1981, 1982 and 1983, represented to certain Delegates, a pragmatic solution which did not pre-judge the interpretation of the word "comparable", constitutes an insufficient adjustment.

The manner in arriving at 17 points is unacceptable. And this even more so as it is a political and not a financial decision as confirmed by numerous Delegations.

Now that ESO is preparing to adopt the same social conditions as those of the Coordinated Organizations, it is unacceptable that CERN should be the only European Scientific Organization where conditions are inferior to the others.

- 3.2 One undeniably positive point : the request by Council to the Director-General to start a survey of the Fund and study the problem of guarantees.

However, if the same unwillingness is evident in defining the meaning of the word "guarantee" which has just been the case with the word "comparable", the result may be once more a travesty of justice.

- 3.3 In view of these facts, the next Staff Council will reflect on further action to be taken in order to obtain a satisfactory solution to our demands - which are - for guaranteed pensions comparable to those of the reference organizations, in return, for an equitable contribution (petition signed at the end of 1980 by some 3000 staff members).

* only for the complement , as a percentage of basic salaries.