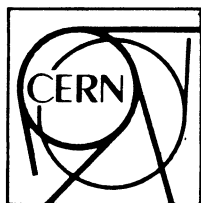


BULLETIN ASSOCIATION DU PERSONNEL

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



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STAFF ASSOCIATION

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

THE CERN COUNCIL HAS AT LAST LIFTED THE MORATORIUM ON THE GRANTING OF INDEFINITE CONTRACTS !

You will all be aware of the circumstances surrounding the introduction of the moratorium on the granting of indefinite contracts, to which we referred in an open letter to the Director-General published in the Weekly Bulletin last year (see Weekly Bulletin No. 45/89 of 6 November). The moratorium has prevented the Director-General from granting indefinite contracts since June 1987. **The CERN Council lifted the moratorium on 14 December 1989.**

More specifically, **the Council approved by consensus**, i.e. without a vote and without opposition, a Management document entitled "**Employment Structure and Contract Policy**"* (CERN/1768, dated 30 November 1989). Various references were made to contracts in this document: in the INTRODUCTION (pages 2 and 3), in the sections KEY FACTS (pages 4 and 5), ANALYSIS AND CONSEQUENCES (pages 6, 7, 8 and 9), PROPOSED ACTIONS (pages 10 and 15) and in the CONCLUSIONS (page 16). We cannot quote all these passages, each of which in one way or another sets out the options put forward by the Management. We shall therefore confine ourselves to quoting the most relevant ones.

In the INTRODUCTION, the Management states that:

"An ideal personnel structure would be characterized by an age distribution showing a peak between 25 and 35, a relatively flat distribution between 36 and 55, and a gradual falling off between 56 and 65. Among other measures, this needs a policy of hiring young people on fixed-term contracts and applying a strict selection procedure to grant a fraction of them indefinite contracts. The ratio of indefinite to fixed-term contracts would gradually increase with age to reach its maximum around the age of 40, by which time most staff would have indefinite contracts."

In the section ANALYSIS AND CONSEQUENCES, Types of Contracts, the Management pointed out that 113 staff members were currently eligible for an indefinite contract (two years' service for staff over 30, five years' service for staff under 30), 63 of whom had been at CERN for five years or more.

* excluding rejuvenation policy, which has to be discussed separately in the first half of 1990.

In the section PROPOSED ACTIONS, Immediate Actions, the Management stated:

"Indefinite contracts will only be awarded after a rigorous selection procedure, which will proceed in two stages. At the end of the first three-year contract an initial examination of the eligibility of a candidate will take place, and a second, essentially final, decision will be taken at the end of the second three-year period. The length of this second period may be modified according to the age and the quality of the candidate and the needs of the Organization. The conversion of the contract will have to be justified by the quality of the work done and the importance to the Organization of securing the service of the candidate permanently. If an indefinite contract is not awarded, the Management will try to assist the employees concerned to find suitable posts outside CERN."

In the short term, it is urgent to take a decision on the future of 63 holders of fixed-term contracts who [...] have more than five years' experience at CERN and who may be affected unfairly by the moratorium that was introduced after they joined the Organization. The Management deems it necessary to inform those concerned as soon as possible of their future prospects. This means that the Management should again be given full discretion to award indefinite contracts in all cases where it considers them to be in the interest of the Organization. This implies that the moratorium on granting such indefinite appointments will not be extended into 1990."

In its CONCLUSIONS, the Management stated:

"To guarantee the quality and the effectiveness of the future programme, indefinite contracts will be awarded on a selective basis in order to preserve the attraction of CERN for promising young talents seeking stable employment opportunities. It is therefore proposed that the Management be given full discretion to award indefinite contracts in cases where it is considered to be in the interest of the Organization."

As the Council approved this document, the Director-General is once again free to grant new indefinite contracts. The Staff Association is only too delighted at that prospect. In a document addressed to the CERN Council Delegates and the Management last November, the Staff Association stated:

"[The Staff Association] considers that to make employment at CERN systematically more precarious would run counter to the interests of both the staff and the Organization. In the Association's view, the Director-General should have full responsibility for the management of the Laboratory, and in particular he should be free as of now to grant indefinite contracts in accordance with the Organization's requirements and the quality of applicants, with no quota system. The eligibility criteria that were in force before the moratorium (i.e. five years' service for staff aged less than 30 and 2 years' service for staff aged 30 plus) were already very severe and should not be made more stringent."

The Staff Association now asks the Management to examine rapidly the cases of staff members with fixed-term contracts who are eligible for indefinite contracts. The Association received 105 replies to its appeal to staff members with fixed-term contracts and the information provided will be very useful in enabling it to monitor developments with the greatest vigilance and to defend the interests of those concerned.

IMPÔT A LA SOURCE

Conjoints ou enfants de fonctionnaires CERN exerçant une activité lucrative dans le Canton de Genève

L'employeur remet en fin d'année à chaque salarié une attestation-quittance mentionnant le montant des retenues d'impôts opérées au titre de l'impôt à la source.

A l'aide du barème applicable pour l'année 1989, adressé à chaque contribuable par le Département des finances et contributions de Genève, il est possible de vérifier que l'impôt perçu correspond à celui relatif à son revenu.

Le contribuable qui conteste le montant de la retenue de l'impôt à la source qui lui est faite, peut déposer dans les 30 jours suivant la dernière paie reçue au cours de l'année, une réclamation écrite et motivée auprès du Département des finances et contributions.

Pour renseignements complémentaires, veuillez prendre contact avec le Secrétariat de l'Association du Personnel 02819, qui vous mettra en rapport avec la personne compétente pour répondre à vos questions.

CONSEIL DU PERSONNEL

La prochaine réunion du Conseil du Personnel se tiendra le :

MARDI 23 JANVIER 1990, à 15h.00

Salle de Réunion de l'Enseignement Technique - Bâtiment 593 - Salle 11

Ordre du jour :

1. Election du Président de séance
2. Adoption de l'ordre du jour
3. Approbation du compte rendu de la 258^e réunion du Conseil qui s'est tenue le 21.11.89
4. Transfert et mutation. Situation statutaire par MM. Barthélémy et Zapf de la Division PE.
5. Elections de représentants de l'Association du Personnel
 - à la Caisse de Pensions,
 - à SAPOCO
 - à la CCPSRI
6. Rapport sur les réunions de fin d'année : TRACE, CF, Conseil
7. Politique du Personnel : présentation des différents groupes de travail en place et rapport sur la situation actuelle.
8. Divers

Nous vous rappelons que les séances du Conseil du Personnel sont publiques, et que vous pouvez y assister : **vous avez là l'occasion de prendre connaissance des derniers développements sur toutes ces questions.**

Cependant seuls les délégués de l'Association du Personnel peuvent participer activement au débat, et nous vous invitons dès à présent à prendre contact avec eux pour leur soumettre les questions que vous aimeriez voir posées.

AIDE A LA ROUMANIE

La Roumanie, après la révolution de Noël, a jeté les bases pour son libre développement politique et culturel. Mais la situation économique du pays demeure catastrophique. Les scientifiques, les centres de recherche, les industries, les universités manquent cruellement non seulement d'ordinateurs et d'autre matériel sophistiqué, mais aussi du matériel de bureau le plus simple (machines à écrire électriques, petites calculatrices, classeurs, papier carbone, etc..).

Si vous possédez un tel matériel, même obsolète, et que vous désirez aider concrètement la Roumanie, vous êtes priés de l'amener devant le Bâtiment 33 (Réception) **le mercredi 24 janvier entre 13h.00 et 15h.00**. Il sera reçu par un responsable de S.O.S. Roumanie (Suisse). S.O.S. Roumanie, Médecins du Monde et la Ville de Genève assureront la destination correcte des dons.

AID TO ROMANIA

Although Romania is on the way to establishing its free political and cultural development after the revolution at the end of last year, its economy is still in a catastrophic state. Romanian scientists, research centres, industry and universities are all suffering from a severe shortage not only of computers and other sophisticated equipment but even of the most basic office equipment such as electric type-writers, pocket calculators, files and carbon paper.

If you would like to offer tangible assistance to Romania and have any of the above items to spare, whether or not they are in working order, please bring them to the front of the Reception Building (Building 33) between 1 p.m. and 3 p.m. on Wednesday, 24 January where a representative of S.O.S. Romania (Switzerland) will take receipt of them. S.O.S. Romania, Médecins du Monde and the City of Geneva authorities will ensure that donated equipment reaches its proper destination.

CONCERTO CORO MARMOLADA DI VENEZIA

Près de 350 personnes ont assisté au concert donné au CERN le 12 janvier dernier par nos amis de Venise. Ce fut un grand succès.

L'organisateur au CERN de ce Concert, Angelo MERLINO, tient à remercier toutes les personnes qui l'ont aidé à mener à bien la réalisation de cette manifestation.

Le lendemain, la Chorale a donné un concert à Voiron (Grenoble) devant 1000 personnes environ.

Comme au CERN, le concert a obtenu un très grand succès et la Chorale Coro Marmolada di Venezia a été félicitée par le Maire de Voiron, le Consul Italien de Grenoble et le Directeur de l'Institut Culturel Italien.

Durant l'entracte, une collecte a été faite en faveur de la Ligue contre le cancer et a rapporté la somme de FF 13.000.-

CLUBS

GAMES - BRIDGE SECTION

The results of the last week's duplicate were :

1. G. Cameron and P. Martucci 72%
2. S. Chris and P. Samson 62%
3. G. Betty and A. Lumley 59%
4. J. Lauhansen and M. Van Aerschot 51%

.....
Please send to D. Kemp/DD
.....

I will be playing **Wednesday 24th January**

Name : Partner :

Restaurant No.2 - 7.55 p.m. sharp
Everybody welcome