

ASSOCIATION DU PERSONNEL

Les informations paraissant dans la rubrique ((Association du personnel)) sont publiees sous la seule responsabilite de l'Association du personnel du CERN.

STAFF ASSOCIATION

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

TRIPARTITE WORKING GROUP ON PENSIONS

Eleventh meeting - 5 and 6 March 1985

The whole of the meeting was devoted to a study of ways to improve **the financial situation of the Staff Insurance Scheme.**

Five documents had been prepared by the Administration of the Scheme in conjunction with the Actuary of the Scheme and staff representatives to estimate the effect that the following measures would have on the technical deficit:

1. Gradual increase in the contributions of the Organization to reduce the technical deficit.

A gradual increase in the Organization's contribution by 0.5% per annum, resulting after 8 years in a 4% increase, would reduce the technical deficit from 192 million Swiss francs to about 50 million Swiss francs.

2. Postponement of the entry into force of the fourth step until 1 January 1985 (planned for 1.1.84).

For active members of the Scheme, provided it were possible to make back-payments, the financial situation of the Scheme would not be affected.

However, if there were no retroactivity, the cost to the Organization would be reduced by approximately 5 million Swiss francs.

For retired members of the Scheme, the cost to the Organization would be reduced by around 2 million Swiss francs.

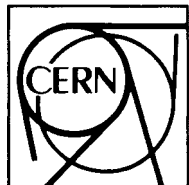
3. Costs for anticipated pensions between 60 and 64 years with no reduction factor.

Calculations show that if actuarial reduction factors were applied from now on for the next 35 years, the technical deficit would be reduced by approximately 80 million Swiss francs.

With regard to the negotiated departure scheme, assuming an annual rate of early departures of 20 persons with an average age of 60 years (who could otherwise be presumed to remain until the age of 65) and with an average pension of 30 000 Swiss francs per annum, the cost of this scheme to the Fund would be approximately 2.4 million Swiss francs per group of 20 pensioners. (CERN/C/WG/P/1L5)

4. Payment of a special contribution should the general salary increases in a particular year exceed 1.5%.

To give an example, in the event of an additional 1 % salary increase, an extra 7 million Swiss francs would be needed. This would require a special contribution amounting to 350% of the corresponding salary increase.



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5. Financial consequences for the Organization of the application of a provision guaranteeing a net yield on the Scheme's assets of 3.5%.

This provision was included in our Regulations until 30 June 1976.

If it had been applied, and provided that yield is interpreted to mean gross yield minus inflation, there would be hardly any technical deficit at present:

- . the assets of the Scheme would have been 173.7 million Swiss francs greater, while the present technical deficit is 192 million Swiss francs.

While it is now accepted that any increase in the technical deficit must be curbed, no choice has yet been made among the various options available to achieve that end.

6. The Staff Association stated that:

- a) most of the measures described above were already put forward in the Actuaries' Report (*April 83*);
- b) if one acknowledges that the current technical deficit is acceptable, the question of guarantees becomes even more important. In particular, the Fund must be brought into financial balance in the event of dissolution of the Organization;
- c) amongst the various measures proposed points 1, 4 and 5 above are worthy of further consideration;
- d) the Staff Association is opposed to the postponement of the fourth step and to the introduction of new reduction factors, since these are measures which would reduce benefits, although CERN benefits have not even reached the level of the reference organizations.

7. Levels

It has been agreed that if the levels of benefits or contributions changed in the reference organizations (SIG, CO), the calculation of levels at CERN would be reviewed accordingly.

As contributions at the SIG have been increased as from 1.1.85, the influence of those changes has been estimated by the Administration. The verification sub-group, chaired by Ambassador FROCHAUX, is to check those estimates.

THE NEXT MEETING WILL BE HELD IN MAY.

Version originate: Franglais.

ELECTIONS TO THE BOARD OF THE MUTUAL AID FUND

In accordance with Article 7 of the Mutual Aid Fund Regulations, three members of the 1984 board are handing in their resignations.

The aim of the CERN Staff Mutual Aid Fund is to give financial assistance to persons in difficulty.

All requests for help are dealt with in the **strictest confidence** by members of the Board.

This year 4 members must be elected at the General Meeting of the Staff Association (8 May).

All members of the staff are **eligible**. If you are ready and willing to spend time (around 2 hours per month) looking into other people's problems, come and join us.

If you wish to become a member of this independent, lively and friendly Board, you should apply **before 19.4.1985**.

L. BRIOT/SPS (5477 or 13-4235) or D. METRAL/DOC (Tel 2785) will be pleased to give you further details and on request they will send you a copy of the Regulations of the Mutual Aid Fund.

Nomination forms can be obtained from the Secretariat of the Staff Association.

ELECTION A LA COMMISSION DU FONDS D'ENTRAIDE

Conformement a l'Article 7 du Reglement du Fonds d'Entraide, trois membres de la Commission 1984 sont demissionnaires.

Le Fonds d'Entraide du Personnel du CERN a pour but d'aider financièrement les personnes (ayants droits) qui se trouveraient en difficulté.

Une Commission independante, formee de 9 membres, gere le Fonds d'Entraide.

Toutes les demandes d'aide sont traitees **confidentiellement** par les membres de cette Commission.

Cette annee **4 membres devront etre elus** lors de P Assembled Generate de l'Association du Personnel (le 8 mai).

Tout membre du personnel est **eligible**. Si vous etes pret(e) a vous pencher (*environ 2 heures par mois*) sur les problemes des autres, venez nous apporter votre concours.

Posez votre candidature **avant le 19.4.1985**, pour vous joindre a une Commission independante, dynamique et sympathique.

L. BRIOT /SPS (05477 ou 13-4235) ou D. METRAL /DOC (02785) se feront un plaisir de vous donner de plus amples details et peuvent vous adresser une copie du reglement du Fonds d'Entraide si vous en faites la demande.

Les formulaires de candidature peuvent etre obtenus au Secretariat de PAssociation du Personnel.

GROUPEMENT DES FRANCAIS DU CERN (G.F.C)

Certains d'entre vous n'ont pas encore paye leur cotisation. lis ont la possibility de le faire avant la fin mars a l'aide du bulletin ci-dessous a adresser au tresorier du Groupement: **Michel BENOT /MI**.

Ceux qui le souhaitent peuvent l'adresser directement a la SBS.

J'autorise la SBS a debiter mon compte bancaire No.....de la somme de 10 FS, montant de la cotisation 1985 au GROUPEMENT DES FRANCAIS DU CERN, et a verser cette somme au compte du GROUPEMENT No. **C7.105.990.0 a la SBS**.

Nom :

Prenom : .,

Division : .

Date :

Signature :

CLUBS

RECORD

Further to the announcement of the date for the **Annual General Meeting of the Record Club on Monday 25th March**, the Club would like to point out that one of the most important items to be discussed at the **A.G.M.** under the topic of **A.O.B.** will be the imminent introduction into the Club of the new compact discs. This is a subject which we are sure will interest many existing and potential members, so if you have any strong views on this subject (or any other concerning the Club), please come along to the **Annual General Meeting next Monday**.

SKI

Derniere sortie en car, SAMEDI 30 MARS, a VALMOREL.

Renseignements et inscriptions a la permanence.

Derniere permanence : JEUDI 28 MARS 1985.

Verre de fin de saison !

Si vous avez ete contents du Club ou si vous avez des critiques, venez a **l'ASSEMBLEE GENERALE** du Club :

JEUDI 25 AVRIL 1985, a 17h.45

Salle de la Theorie, 3^e etage, Labo4