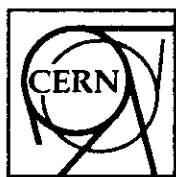


Bulletin ASSOCIATION du PERSONNEL STAFF ASSOCIATION



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STAFF COUNCIL MEETING, 16th FEBRUARY 1993

The Staff Council met in ordinary session on the **16th February at 2.30 PM.**

Training

It first elected Poul Frandsen as the representative of the Association in the Training Executive Committee: this committee was formed recently, on the recommendation of the Joint Training Board; its members are all the Divisional Training Officers, the heads of the programmes in the Education Service and an observer of the Association; the Technical Training committee has been dissolved.

Health Insurance

It then took note of the work of the Health Insurance Supervisory Board, recently formed to replace several working groups on the same subject; the members are Harry Atherton and Robert Milligan, for the Administration, and Marcel Aymon and Derek Ball, for the Association; this Committee will report to the Standing Concertation Committee, which will meet on the **24th February.**

It then heard and discussed a report of the activities of the Executive Committee, concerning principally:

- the meetings of the Standing Concertation Committee and matters arising;

MOAS Appeals

- the appeals against the decisions of initial designation of career paths; the Staff Council declared that it was in complete agreement with the article published by the Executive Committee on this subject (see Bulletin n° 8/93 dated 22 February);

MOAS Appeals and Annual Interviews

- the Staff Council instructed its representatives to contact their Division Leaders to ask that: for the members of the personnel who had appealed, it would be reasonable to await until they had been notified by the Director General of his decision, before having their annual interview; in fact many supervisors have already reached this conclusion. We advise any of you who appealed and have already had the annual interview to await the result of your appeal before making your comments and signing the form.

Safety

- **safety** matters (recent serious accident, revision of the document defining CERN policy on health and safety, called SAPOC0/42);

Recent judgements of the International Labour Office Administrative Tribunal

- **the judgements of the International Labour Office Administrative Tribunal (ILOAT)**, pronounced in a public session on the **10th February**, included appeals by **seven of our colleagues, all supported by the Association**: five of them had their appeal accepted by the Tribunal which annulled the decision of the Director General concerning them, of which four for the same reason; the other two had their appeals rejected. The Staff Council asked the Executive Committee to **make available a copy of these judgements in the Secretariat of the Staff Association so that Staff Members who wished could consult them. This will be done.**

Representation of the personnel, mechanisms of negotiation, Statutes, etc....

The Staff Council then discussed at length the important questions concerning **the representation of the personnel, the mechanisms of decision for questions involving the personnel and the method of annual adjustment of salaries.**

It then took note that the Executive Committee had written to the **President of Council and the Director General**, as had been decided during the previous meeting of the Staff Council, **on the 19th January**, to inform them of the decisions which had been taken (see Bulletin no 5/93 dated **1 February**) and to remind them of the demands already made **last December** that acceptable progress should be made during the meeting of the **Committee of Council on the 17th march.**

It approved the proposals of the Executive Committee concerning:

- the organisation of **an information meeting on Public Services International**, given by its General Secretary, for the Staff Association delegates, on the **4th March**;
- the Organisation of **the "Mini-Assizes" of the Association**, the **5th March**, with the participation of **one of the legal advisors of the Association.**

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General orientations

It approved unanimously the **general orientations** proposed by the Executive Committee concerning:

- **the mechanisms of negotiation between the Director General**, the chief executive of the Organisation, and the **representatives of the personnel**, mechanisms directly inspired by the Staff Rules and Regulations of the European Space Agency;
- the corresponding modifications to the **Staff Rules and Regulations of CERN**;
- **the decision process by the CERN Council**, and the role of its subsidiary bodies;
- the modification of the **Statutes of the Staff Association** and the **establishment of formal ties with various professional organisations and European International unions, and their confederations**, subject to their agreement, **to strengthen the representation of CERN personnel**, whilst **maintaining its unity** which is necessary for its effectiveness; the Executive Committee is instructed to make consultations in this sense;
- **a method of annual adjustment of salaries** (clear, objective, lasting and contractual) directly prompted by the methods in force in the **European Communities and the Co-ordinated Organisations**;
- **the general framework of a programme of supportive actions** prepared by the "*Strike Policy Committee*", which will be implemented in the case that the Committee of Council, **in March**, does not take the initiative or takes insufficient initiative concerning the points cited above (method of negotiation, method of annual adjustment);

Referendum

- **the consultation of the personnel by referendum** on the totality of these questions, immediately following the Committee of Council on the **17th March** (unanimous less one abstention).

A budget of 100,000 Swiss Francs for the programme of actions and an information campaign

As a consequence the Staff Council authorised the Executive Committee to start **preliminary discussions with external organisms** and approved a budget of **100,000 CHF**, taken from the reserves of the Association, for the totality of the actions which it had approved, of which you will be informed in detail via an **information campaign**.

The meeting closed at 6.00 PM.

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