

Bulletin ASSOCIATION du PERSONNEL STAFF ASSOCIATION



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Staff Council Meeting 30th July

The Staff Council met in ordinary session on the 30th July and discussed the following points:

1. The Standing Concertation Committee meeting 10 July:

- **health insurance:** the 10th July, the new contract with AUSTRIA (for 5 years), containing several improvements, approved by the SCC on the 25th June, was still not signed by the Administration, whereas it should have been signed by the end of June. The Executive Committee was instructed to find out whether it had been signed since, and to inform the staff of any further delay.
- **annual survey:** the Staff Council took note of, and discussed the statistics concerning promotions, double steps and the awarding of indefinite contracts; it decided to study the conditions for awarding of indefinite contracts detailed in administrative circular n° 9.
- **shift work:** the Staff Council once again expressed its concern about shift working conditions: compliance of shift systems with Staff Regulations, contracts for operators, additional periods of membership in the Pension Fund, etc... Recall that in April, the Association had already requested in the SCC, that the Administration present a document explaining its policy relative to these contracts, a policy already in operation which does not respect the Staff Regulations. The Staff Council endorsed the request made by its representatives at the SCC to create a working group to examine all of these questions.
- **early departures:** the Staff Council took note of the following information: the situation of all those who had applied unsuccessfully for the 1988 early departure system had been resolved case by case; other persons interested in an early departure before the end of 1993 should contact Personnel Division.
- **effectiveness of the SCC:** the Association will draw up a "balance sheet" on the working of the SCC since 1989, under the present Management, for discussion at the next SCC meeting on the 10th September.
- **internal mobility:** the Staff Council took note of the draft directives of the Management on internal mobility and briefly discussed them; whilst it was pleased that the internal moratorium was lifted (the Association had not been consulted about its introduction), the Council criticised certain of the planned dispositions, one of them (which would limit the possibility for certain Staff Members to apply for internal posts) appears to be contrary to the Staff Regulations and even to the Staff Rules. The Council created a small group to prepare a draft reply to the Management's draft, to be presented to the Council at its next meeting on the 27th August, and then to SCC on the 10th September.

- **Fellows' salaries:** the Staff Council had received the report of the sub-group of the SCC on salaries and allowances of CERN Fellows and their comparison with those of Fellows at other International Organizations. It heard a summary of the discussion which had taken place at the SCC on this topic: the Association, which had received this report (dated 19 March) only a few days before the SCC meeting, did not comment; during the discussion between members of the Administration and those responsible for the Research, it became apparent of differences of opinion on the definition of CERN Fellows and on the opportuneness of revising (downwards) their salaries.

The Staff Council approved the proposal of the Executive Committee to ask the Management, as an imperative first step, to define precisely Staff Members, Scientific Fellows, Technical Fellows and Paid Associates, and the differences between them (functions, age limits, education, previous experience, etc...).

2. Education Grant: the Staff Council discussed the second part of a report of the same sub-group of the SCC concerning the reimbursement of the costs of education; it welcomed the two proposals of the working group (one encouraging the Member States to build a European school, the other to suppress the double taxation incurred via school fees in Switzerland), it being clear that the actual reimbursements must be maintained.

3. Staff Association Assizes: the Executive Committee proposed to hold two study days (mini-assizes), the first on the 15th November, the second on the 20th March 1992, devoted to pensions and the new merit-oriented advancement policy based on career paths.

The normal assizes of the Association, following the election of the next Staff Council and preceding the election of the Executive Committee, will take place on the 25th and 26th of June 1992.

4. Observer of the Pensioners on the Governing Board of the Pension Fund: the Council agreed, unanimously, to the renewal of the mandate of C. Zilerschoon as observer, beneficiary of the Fund, for a period of three years.

5. Miscellaneous: new car stickers to enter the site by car: the Council is amazed how easy it is to copy the new stickers, intended, according to the Administration, to increase security on the CERN sites.

A large majority of the Council was also against the use of the personal identification number on these stickers, information which could compromise the confidentiality of information in certain computer files. The Executive Committee was instructed to bring these two points to the attention of the Management.

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