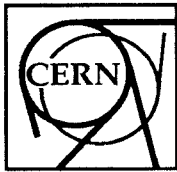


Bulletin ASSOCIATION du PERSONNEL STAFF ASSOCIATION



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English version of last week's text

NON-RESIDENCE

THE SITUATION CONCERNING DISCUSSIONS WITH THE MANAGEMENT

In Weekly Bulletin no 5/91 dated 28th January, we have discussed the question of non-residence and the non-resident allowance. We will recall here some of the elements of past discussions and explain where we are with current discussions.

The question of non-residence was included from the beginning in the negotiations last summer between the Management and the Association. From **5th July**, the Association made clear its position: it did not request any changes to the actual system, but, if changes must be made, these should be made within the global context of aligning the conditions of employment at CERN with those of the Coordinated Organizations.

The 12th July, the Head of Administration indicated that he was studying changes, either towards the system of the Coordinated Organizations, or by modifying the CERN system, for presentation at the next meeting (a presentation which has not been done).

At the **end of August**, the agreement resulting from the negotiations foresaw the creation of a joint working group, Management-Association, with the mandate to study, amongst other things, the non-resident allowance.

At the meeting of the Finance Committee **last December** during the discussion on the five yearly revision of salaries, certain delegations wished to put as a condition of increasing salaries, the presentation by the Management in June 1991, of a satisfactory solution to the modification of the non-resident allowance (a change on which the delegations themselves had not been able to reach agreement during fifteen years of discussions): for example, the increase of 2% in salaries to be split between 1% from the 1st January 1991 and 1% from the 1st July 1991, as a way of guaranteeing that the Management fulfilled on time the attached conditions.

The Association protested to certain delegations that the personnel should not pay for delays for which they were not responsible.

Finally, the Finance Committee accepted to recommend the nett increase of salaries of 2% from 1st January 1991,, "on the understanding that:

- a solution to the renewal of the non-resident allowance on the basis of the Swedish proposal of 1987 and the relevant comments in the CERN Review Committee's Report (CERN/1675), be proposed by the Management in time for presentation to the Finance Committee and Council in June 1992;
- a proposal from the Management on a merit-oriented advancement scheme to be incorporated in the Staff Rules and Regulations be submitted in time for presentation to the Finance Committee and Council in June 1992."

At the first meeting of the Standing Concertation Committee (SCC) in 1991 (moved from 22 to **16 January** at the request of the Administration), a mini working group, consisting of Norman Blackburne and Michel Borghini, nominated as individuals, was formed with a mandate to prepare a report for the SCC on the history and the possible alternatives .

At the second meeting of the SCC (moved from the 19 to **12 February** at the request of the Administration), it was decided to hold a special meeting of the committee on 13 March to discuss the non-residence. The **22 February** the mini working group submitted to the Head of Administration, the Chairman of the SCC its **Report on the non-resident allowance**.

A few days later, in the absence of the Chairman, The Director General (who is not a member of the SCC), decided to suspend the distribution of this Report to the members of the Committee as long as the Directorate had not discussed it at its meeting of 8 March. The President of the Staff Association, in his capacity as Vice-President of the SCC, decided therefore to distribute the Report, so that the members of the Committee could have the time to study it before the special meeting on 13 March.

Besides, this Report had been sent already to all the Staff Association delegates, so that it could be discussed at the Staff Council meeting of **5 March**, to prepare for the SCC meeting. On 5 March the Staff Council decided that it had did not request any change to the present system, but that if there must be changes, the proposals contained in the Report were acceptable, taking into account that the Coordinated Organizations were starting a revision of their own system.

On **7 March**, still in the absence of the Chairman of the SCC, the Director General had the agenda for the special SCC of 13 March modified in removing the point concerning the non-residence. The President of the Staff Association wrote to the Chairman of the SCC protesting and declining any responsibility of the Staff Association for any delays in the discussions.

On **13 March**, at the request of the Association, the point concerning non-residence was reinstated on the agenda of the special SCC. The Management declared that it could not take any position, the subject having not yet been discussed in the Directorate.

The Association explained the position taken by the Staff Council. It added that it believed it was important to look for a solution that could be accepted by all parties (consensus), including the personnel and the Host States, to avoid distinctions based on nationality, which is contrary to the tradition of CERN, to take into account the particular difficulties encountered by members of the staff from countries far away, when they come to work at Geneva, and to take into account the fact that existing staff benefit from acquired rights.

It was agreed that the mini working group would complete their Report concerning a certain number of points, so that it could be discussed at the next meeting of the SCC.

On **18 March**, The mini working group submitted to the Chairman of the SCC their **Complementary Report on non-residence**, dated 15 March.

In the meantime, the Association has learnt that the meeting of 26 March has been moved to **28 March**, to allow the question of non-residence to be discussed in a special meeting of the Directorate on 26 March. That's the current situation, and we will keep you informed of the outcome of the discussions.

* * *

IMMOBILITÉ INTERNE ? (SUITE)

26 mars 1991 : nous avons appris que la Direction avait décidé un moratoire sur la mobilité interne: jusqu'à nouvel ordre : 1) il n'y aurait plus d'ouverture de postes; 2) les comités de sélection pour les postes déjà publiés seraient suspendus; 3) les transferts après les comités de sélection déjà tenus se feraient normalement. La question sera débattue lors de la réunion du Comité de concertation permanent, le 28 mars.

ELECTION DES CANDIDATS AU FONDS D'ENTRAIDE

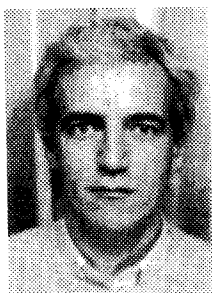
Conformément à l'Article 5 du Règlement du Fonds d'Entraide (de janvier 1990) et suite aux appels parus dans le Bulletin Hebdomadaire, 5 personnes ont présenté leur candidature.

Trois postes sont à pourvoir cette année parmi les candidats suivants :

BOISSON Michel
Division MT
51 ans, Marié, 1 enfants
Entré au CERN en 1969



BORDRY Frédéric
Division SL
37 ans, Marié, 2 enfants
Entré au CERN en 1986



DUTHION Bernard
Division PPE
48 ans, Marié, 3 enfants
Entré au CERN en 1970



ELECTION OF CANDIDATS TO THE BOARD OF THE MUTUAL AID FUND

In article 5 of the Rules of the Mutual Aid Fund for CERN Personnel (of January 1990) and following notices which have appeared in the Weekly Bulletin, 5 persons have declared their intention to stand for election.

Three posts are to be filled this year among the following candidates.

LESTIENNE Chantal
Division ECP
52 ans, Mariée, 2 enfants
Entrée au CERN en 1965



MANN Jürgen
Division SL
54 ans, Marié, 2 enfants
Entré au CERN en 1959



Le scrutin sera clos le 19 avril 1991, et le dépouillement aura lieu en public le 22 avril 1991, à 9h.00, dans la Salle de Conférence de l'Association du Personnel - Bât. 61.

Closing date for receipt of ballot papers : 19 April 1991. Public counting of votes : 22 April 1991, at 9 a.m., in Conference Room of the Staff Association - Bldg. 61.

CYCLE DES CONFERENCES DU SOIR DE L'ASSOCIATION DU PERSONNEL

L'Association du Personnel a décidé de relancer les Conférences du Soir.

Si vous avez des thèmes avec conférenciers à nous proposer, nous vous remercions de bien vouloir vous annoncer au Secrétariat de l'Association du Personnel

SERIES OF EVENING CONFERENCES ORGANISED by the STAFF ASSOCIATION

The Staff Association has decided relaunch the evening conferences.

If you have suggestions for topics together with speakers to propose, please contact the Secretariat of the Staff Association.

GROUPEMENT DES ANCIENS DU CERN

La prochaine permanence du Groupement des Anciens du CERN se tiendra le :

MARDI 9 AVRIL 1991, de 14h.00 à 17h.00
dans les locaux de l'Association du Personnel
Bâtiment 64 R-002

GROUPEMENT DES FRANCAIS DU CERN

ASSEMBLEE GENERALE ORDINAIRE

JEUDI 11 AVRIL 1992, à 16h.00
Amphithéâtre du Bâtiment Principal

Ordre du Jour

1. Adoption de l'ordre du jour
2. Compte-rendu d'activités
3. Présentation de Mme. Jeanne PENAUD
 - ses travaux
 - son rôle en tant que Déléguée aux Fonctionnaires Internationaux auprès du Premier Ministre
4. Bilan financier
5. Cotisations 1991
6. Divers

Le verre de l'amitié sera offert aux participants à l'issue de la réunion dans la Salle des Pas Perdus (devant la Salle du Conseil).

ASSOCIATION DU PERSONNEL
14/91-01-04-91

IV

CLUBS

SKI



MUR D'ESCALADE CERN

Des cours d'initiation à l'escalade seront donnés aux membres du Ski Club, munis de la carte neige, dès la deuxième semaine du mois d'avril.

Ces cours se dérouleront une ou deux soirées par semaine à partir de 17h.30.

Nous demandons aux personnes désireuses de participer à cette initiation de téléphoner à Marc CHATAIGNEAU ou de prendre contact avec le Ski Club pour tous renseignements ou inscriptions.

Marc CHATAIGNEAU ☎ 6652 ou 4444.

Ski Alpin : Le remboursement des cours se fera aux permanences des 4 et 18 avril.

Le remboursement des contre-marques non utilisées pour les forfaits Samoëns se fera aux permanences jusqu'au 4 avril dernier délai.

Sortie Moniteurs aux Grands Montets le samedi 13 avril 1991 et dîner le soir dans la vallée.

Le nombre de places étant limité, renseignements et inscriptions aux permanences du jeudi 28 mars et du jeudi 4 avril 1991.

FOOTBALL CLUB

Calling all team captains. The season is about to start, so dust off your old football boots and start preparing your teams. I will organise a meeting the week following Easter so that we can decide on the club's activities and match schedule.

A tous les responsables d'équipes. La saison va bientôt débuter, alors sortez vos vieilles godasses de foot et commencez à préparer vos équipes. J'organiserai une réunion pour la semaine qui suit Pâques pour fixer les activités du Club ainsi que le calendrier des matchs.

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STAFF ASSOCIATION