

INFORMATION

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CERN

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Ordinary Meeting of the Staff Council, 15 October 1996

Summary: activities of the Executive Committee (SCC 8 October, Management Board 10 October, firms, economy measures) – proposals of the Staff Association (progressive retirement, supplementary recruitment) – pensions – outsourcing of informatics support – health insurance.

The meeting with Lorenzo Rezegotti in the chair, opened at 14.10 with the adoption of the agenda and the approval of the minutes of the meetings of 10 and 30 September 1996.

Activities of the Executive Committee

The report was presented by the President of the Association and members of the Executive Committee.

The programme of the Committee had been approved by the General Assembly of the Staff Association on 3 October. A FLASH had then been sent to all the Members of the Personnel specifying the limits fixed by the Association for concerting with the Management and the axis of discussion which it proposed.

Standing Concertation Committee 8 October 1996

The joint, Administration and the Association, minutes of this meeting were published in weekly bulletin n° 43/96 dated 21 October 1996.

Management Board 10 October

The minutes of this meeting were also published by the Management in the same issue of the weekly bulletin.

After consulting its legal advisers, the Association made its first comments on the possible calling into question of the results of the five-yearly remuneration review, salaries for International Organizations, crisis deductions, modifications to the ratio of contributions between the Organization and the staff for pensions/health insurance, the suppression or reduction of certain allowances. It recalled its firm opposition to all unilateral measures.

Firms

During several working meetings, the CERN Staff Association, the Confédération Française Démocratique du Travail (CFDT) of Ain and the Communauté Genevoise d'Action Syndicale (CGAS) have exchanged points of view on the questions raised by industrial services at CERN. They have recognized that they have common interests in many areas and the need to meet to exchange information. Hence they have decided to continue their work within the framework of a "*collectif des organisations représentant les personnels travaillant sur le domaine du CERN*". Other unions who may be present on the site will be invited to join them in this group.

The work on drafting a site agreement continues.

Economy measures

Members of the Executive Committee and the Group of Nine are studying the numerous suggestions received and classifying them into: personnel budget, materials budget, scientific programme, or miscellaneous.

Proposals of the Staff Association

The two proposals of the Association for voluntary measures are being studied with the Administration in a sub-group of the SCC consisting of representatives of the Governing Board of the Pension Fund:

- programme of progressive retirement providing substantial economies whilst maintaining the transfer of expertise;
- supplementary recruitment financed by a savings account of free time.

The Executive Committee is preparing a new cycle of Divisional meetings on these subjects around the end of November/beginning of December.

Pensions

Talks continue with the Management concerning the steps to be taken as a result of the actuarial study and the Ottosson report on guarantees. They will continue in the SCC meeting of 30 October.

Outsourcing of informatics support (invited A. Silverman)

A. Silverman defined outsourcing at CERN as calling upon outside firms to maintain existing services or to create of new ones within the limits of keeping strategic activities in-house. He then explained the procedures for choosing activities for outsourcing, the obligations which any selected firm must fulfil and the interfaces with existing services.

The problem of redeployment of CERN staff has also been covered as well as the phases of the call for tenders.

Fears for the quality of the service given to the users were expressed by certain delegates. In particular the turnover of staff employed by outside firms has been mentioned. To take account of this CERN insists that firms must ensure the transfer of expertise between successive employees.

Health Insurance

The principle of mutuality has been recalled; everyone contributes according to his means and uses according to his needs.

In this spirit, the representatives of the Staff Association have accepted at the SCC meeting 8 October, subject to approval by the Staff Council, the proposed contributions as from 1997 for spouses of members of the personnel and of retired members of the personnel, with a revenue, and for part-time staff.

After discussion, a suspension of the meeting and supplementary explanations of the stages of the negotiations, the proposals have been approved by the Staff Council as given below.

Contribution for the spouse of a member of the personnel:

23 for, 4 abstentions, 1 against.

Contribution for part-time staff

22 for, 1 against.

Contribution for the spouse of a retired person

20 for, 2 abstentions, 1 against.

The representatives of the personnel must ensure that CERN pays its part in all the cases where the spouse works or its retired from CERN.

The meeting closed at 17.30.

JARDIN D'ENFANTS

Classes du matin

Il reste encore quelques places au Jardin d'Enfants et notamment dans la classe des 5/6ans.

Nous vous rappelons que le Jardin d'Enfants est ouvert du lundi au vendredi de 8h.30 à 12h.30 pour les classes du matin, et que nous y accueillons les enfants de 3 à 6 ans.

Pour de plus amples informations, veuillez téléphoner au 72819 ou au 73604, le matin de 8h.30 à 12h.30.

**ASSEMBLEE GENERALE ANNUELLE
de
L'ASSOCIATION GRAVITON**

**JEUDI 14 NOVEMBRE 1995, à 16h.00
Salle B - Bâtiment 61**

L'ordre du jour provisoire est le suivant :

1. Rapport de gestion du Président
2. Rapport du Trésorier
3. Election du Président et nomination des Membres du Comité de rédaction
4. Divers

CERN WOMEN'S CLUB

**WELCOME MEETING
FOR NEWCOMER'S WIVES**

***Scandinavian* COFFEE MORNING
Tuesday 12 November 96**

The CERN WOMEN'S CLUB would like to welcome new arrivals and old friends. Please come to our Coffee Morning which takes place every second Tuesday of the month in the Club Rooms, building 504 (restaurant No 2) 1st floor, from 9.00 to 11.00 a.m.

At our Coffee Mornings you can get information and help from committee members and meet friends. This time some of our Scandinavian members will care for the organisation.

Your children are welcome at all times. So don't be shy and come to see us. You will soon find new friends and most probably someone who speaks your mother-tongue. See you next Tuesday!

CLUBS

VÉLO



Tous les samedis pendant que la météo reste au sec fixe et que vous vous sentez encore l'envie de rouler, rendez-vous 13h30 parking piscine de Ferney Voltaire.

**ASSEMBLEE GENERALE
VENDREDI 8 NOVEMBRE, 18h00
salle de conférence TH, Labo 4, 3ème étage**

Nous vous attendons tous et toutes pour faire le bilan de la saison écoulée et préparer la prochaine, n'oubliez pas que par votre présence vous montrerez votre soutien au Club!

CLUB DES CERNOISES

**REUNION D'ACCUEIL
POUR LES EPOUSES
DES NOUVEAUX ARRIVES**

**COFFEE MORNING *Scandinave*
Mardi 12 Novembre 1996**

Le CLUB DES CERNOISE aimerait bien saluer ses amies, anciennes et nouvelles venues. Rejoignez nous au Coffee Morning qui aura lieu le deuxième mardi de chaque mois dans les salles du Club, bâtiment 504 (restaurant no 2) 1er étage de 9h00 à 11h00.

Pendant nos Coffee Mornings vous pouvez obtenir des informations et de l'aide des membres du comité et rencontrer des amies. Cette fois-ci quelques-unes de nos membres scandinaves vont s'occuper de l'organization.

Vos enfants seront toujours les bienvenues. Alors, n'hésitez pas et venez nous rejoindre. Vous trouverez facilement des nouvelles amies et très probablement quelqu'un qui parle votre langue maternelle. A mardi prochain!