

INFORMATION

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RAPPEL

CONVOCATION : AUX MEMBRES DE L'ASSOCIATION DU PERSONNEL

ASSEMBLEE GENERALE ORDINAIRE

Jeudi 12 octobre 1995, à 14h00
Amphithéâtre du Bâtiment Principal

Projet d'Ordre du jour

1. Adoption de l'ordre du jour
2. Approbation du procès-verbal de l'Assemblée générale ordinaire du 5 octobre 1994
3. Rapport d'activité du Conseil du personnel 1994 / 1995
4. Rapport financier 1994 (situation au 31 décembre)
Rapport financier 1995 (situation au 30 juin 1995, estimations au 31 décembre)
5. Rapport des auditeurs pour 1994
6. Programme pour 1995-1996
(y compris un rapport d'avancement pour la période juillet-octobre 1995)
7. Projet de budget et taux de cotisation pour 1996
8. Election des membres de la Commission électorale
9. Election des vérificateurs aux comptes
10. Propositions de modifications aux Statuts de l'Association

REMINDER

NOTICE TO : MEMBERS OF THE STAFF ASSOCIATION

ORDINARY GENERAL ASSEMBLY

Thursday 12th October 1995, at 2 p.m.
Main Auditorium

Draft Agenda

1. Adoption of the Agenda
2. Approval of the draft minutes of the Ordinary General Assembly 5 October 1994
3. Activity report Staff Council 1994 /1995
4. Financial report 1994 (situation end year)
Financial report 1995 (situation on 30 June 1995, estimate end year)
5. Auditors report 1994
6. Programme 1995 / 1996 (including progress report July-October 1995)
7. Draft budget and rates of subscriptions 1996
8. Election of the Election Committee
9. Election of the Board of Auditors
10. Amendments to the Statutes of the Staff Association

Ordinary Meeting of the Staff Council, 19 September 1995

Summary: Activities of the Executive Committee and general information: Standing Concertation Committee, cost-variation index for 1996, relations with the Management – Meeting of TREF, 26 September: revision of the Staff Rules and Regulations, non-resident allowance, five-yearly remuneration review, remuneration of Fellows, health insurance – contracts of staff members and vacancy notices.

The 365th meeting of the Staff Council was opened at 14.30 under the chairmanship of Marcel Aymon.

1. Activities of the Executive Committee and general information

Meetings of the Standing Concertation Committee, SCC, on 5, 12 and 13 September: most of the points discussed during these meetings were covered later in the agenda. The representatives of the Association in the SCC have protested against the exaggerated rhythm of present discussions which results in badly prepared discussions on documents received too late. This precipitation is not inductive to good work and cannot continue.

Finance Committee, 27 September: the Staff Council noted the agenda of this meeting, on which many of the items concern industrial service contracts. It took note that the following information on the cost-variation index for 1996 will be presented:

- Geneva consumer price index August 1994 to August 1995	2.10%
- weighted average salary adjustment ¹	1.58%
- overall Personnel Budget cost-variation index	1.98%
- overall materials cost-variation index	-0.20%
- overall cost-variation index	1.00%

Relations with the Management: the Association has had an informal meeting with the Director General, the Director of Administration, the Technical Director and the Leader of Personnel Division to study the results of the meeting of the Tripartite Forum, TREF, of 29 and 30 August. A similar meeting is foreseen after the next TREF meeting of 26 September.

2. TREF meeting, 26 September

¹ the considerable difference with the gross price index is due to recent increases in the Geneva tax scales used in calculating the net salary index. The calculated adjustments vary with grade, going from 1.951% for grade 2 to 1.187% for grade 14. Incidentally, the SIG (Services Industriels de Genève) and the Swiss Federal Public Service have received the full compensation for inflation over the reference period.

Revision of the Staff Rules and Regulations (first reading in TREF):

- **Classification and Advancement:** since the Management has decided not to change the existing system fundamentally, the amendments proposed are essentially textual. The Staff Council noted in particular two articles; one concerning the granting of annual steps where the Management committed itself, during a meeting of the SCC, to define, in Administrative Circular no 26 how steps would be granted according to work performance; and the other concerning changes of career path.

- **Leave:** the problems concern the different categories of members of the personnel who are not employed by the Organization, but associated with it. At this point of the agenda the Association will raise all the problems arising from the new categories or sub-categories proposed by the Management. They include the definition of project associates which seems to deviate from that presented to the CERN Council in June 1994.

- **Hours of work:** little has changed, the questions of shift work and flexitime have been postponed until next year.

Revision of Staff Rules and Regulations: the following modifications are proposed after the first reading in TREF:

- **Intellectual property:** the protection of the rights of the Organization has been prolonged for a period of three years after the expiry of the contract of the member of the personnel and an article has been added on the compatibility of the obligations of the members of the personnel having an employer other than the CERN with the obligations they have towards their own employer.

- **Reimbursement of taxes:** the text in French has been realigned with the existing English text.

Social protection: a better formulation of the responsibilities of the Organization has been introduced. The right of proposal of the Director General, at present only for the contributions of the members of the personnel has been extended to the benefits. Naturally for pensions, the Governing Board of the Pension Fund will be consulted.

Non-Resident Allowance: the Administration proposes to keep the idea of residence and its present criteria, as well as the actual percentages of the non-resident allowance (9% and 12% of basic salary, depending upon family status). In response to the requests of delegates of the Member States in TREF, it proposes that, in future, the allowance of a staff member receiving an indefinite contract should be calculated on the basic salary corresponding to the grade and step at the time of the granting on this contract.

According to the Management, the new provisions would apply not only to personnel recruited after they came into force, but also to existing staff on a limited duration contract.

The position of principle of the Association is to ask that the percentages of the non-resident allowance are aligned now with those of the Coordinated Organizations (16% & 20%), and in the future that they should follow any changes which may be made to them. In any case, it considers that provisions which are less favourable than the existing ones can only and must only apply to staff recruited after their entering into force.

Five-yearly remuneration review – report on the data collected – part 2: this report gives, at the request of the Member States, the span of salaries between entry into the job and reaching the maximum level of the job for the different organizations used for comparison. It appears that CERN is in the middle, as far as the comparison is meaningful.

Five-yearly remuneration review – remuneration of Fellows: the present situation is that the SR&R indicate the basic stipends paid to Fellows shall depend up age and qualification (doctorate or not) and shall be within the limits of CHF 5337-9054 per month. A comparison which has been made shows that the stipends of CERN Fellows is greater than those paid by other Organizations.

The Management proposes to modify the basic stipend range to a minimum of CHF 4681 and a maximum of CHF 6806, and to revise how it is applied as a function of qualification and age. In this way it estimates it can make economies of the order of 10%, which would be used to increase the number of Fellows, as requested by the Scientific Policy Committee and supported by the Finance Committee and the CERN Council.

In view of the comparisons made with other international organizations the Association cannot really oppose this proposal, it being understood that how it is applied remains to be discussed. However the Association insists that it should be clear that Fellows can choose their work within the Organization, otherwise they must be recruited as staff members and not as Fellows.

Health Insurance – contributions for beneficiaries of the Pension Fund: the present situation is well known (see for example our PROTON 95). The Organization does not pay any direct contribution towards the Health Insurance for pensioners, unlike all other International Organizations.

The Management proposes to contribute progressively for the pensioners over a period of five years starting in 1996. At the same time it will reduce its contribution for professional illnesses and accidents from 0.5% to 0.12% over a period of four years starting in 1996. In addition it proposes to reduce the annual repayments made by the Health Insurance Scheme by 700 000 CHF as from 1996 by reducing benefits, for example those concerning cures and/or increasing the annual deductible sum.

The Association points out that the staff have already paid for many years the missing contribution of the Organization and therefore insists that the Organization pays its full contribution for pensioners as from 1996. It also points out that the protection against professional illnesses and accidents is totally the responsibility of the employer, the Organization, and therefore insists that it be dissociated from the rest of the insurance. Only then is it willing to study possible economies.

• **Contracts of staff members and vacancy notices**

As affirmed in the PROTON 95, the Staff Council is, and will continue to be, firmly opposed to any contract policy leading to systematic job insecurity at CERN. It has noted that the Management continues to publish almost exclusively vacancy notices for limited duration posts and has asked the Management for an explanation.

After a discussion on the forthcoming elections to the Governing Board of the Pension Fund, the meeting closed at 17.45.

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