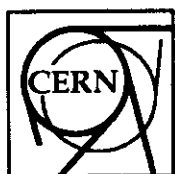


Bulletin ASSOCIATION du PERSONNEL STAFF ASSOCIATION



Les informations paraissant dans la rubrique "Association du Personnel" sont publiées sous la seule responsabilité de l'Association du Personnel du CERN.

The information presented in the Staff Association section of the Bulletin is published under the sole responsibility of the CERN Staff Association.

Siège: Genève, Suisse
Seat: Geneva, Switzerland

STAFF_ASSOCIATION@MACMAIL.CERN.CH

Tel. 2819/4224

Original French 6 January 1993

DECISIONS TAKEN BY THE CERN COUNCIL IN DECEMBER AND THEIR CONSEQUENCES

On the 18th December, the CERN Council has taken a number of important decisions, the main results of which are given below (with the reserve that since the decisions were taken on the basis of an oral presentation without any documents, there could be errors or omissions):

- the 1993 budget (in 1992 prices) is reduced by 15 MSFR with respect to that of 1992;

It was mentioned that the Committee of Council had reached agreement that a part of the contributions of the Federal Republic of Germany would be reimbursed to it as from 1994, this will result in a **supplementary reduction of the budget which could attain as much as 25 MSFR per year**; the situation must be reviewed in 1995. These measures are designed to show the strong support that the Member States attach to particle physics in general and CERN in particular.

- the materials cost-variation index is reduced (to 1.6%), that of the personnel budget as well (to 2.4%), hence an additional global reduction of the budget of around 10 MSFR;

- pensions have been fully adapted to the Geneva cost-of- living index (3.6%);

- the subsistence allowances are increased according to the scales of the United Nations for Geneva, an estimated total increase of around 6%;

- the contributions of the staff and of the Organization to the Health Insurance Scheme are increased (we do not have yet the exact figures).

During the meeting of Council, the President of the Staff Association made a declaration in which he stated that *"the future of CERN, the exploitation of the considerable existing investments (including LEP), the completion of projects which have been started (including LEP200), the approval and the starting of new projects (including LHC) are clearly the principal objectives of the Staff Council"*: he made clear our consternation and our misgivings at the reductions of the budget which had been decided or announced.

He added that *"good social relations within the Organization is equally a fundamental objective"* of the Staff Council. Now, throughout the week, The Staff Association had requested that there be established a real dialogue between social partners, and had stated that it was ready to make a special effort to take into account the actual situation, in the form of a **voluntary "solidarity contribution"** in a negotiated, not imposed framework".

Nevertheless, the CERN Council had chosen to impose its decision and to establish a deduction from the salaries of Staff Members, Fellows and Paid Associates which cannot then be considered as voluntary. We draw from this our conclusions.

The proposal of the Association had been linked to a request for immediate negotiations on the following points:

- the adoption of lasting methods of decision on questions touching the personnel based on direct negotiations between representatives of the Organization and representatives of the personnel (and the respect of agreements so negotiated!);
- the adoption of a method of annual adjustment of salaries which is clear, objective, lasting and contractual taking into account, in particular, the economic and social evolution in the Member States.

These reasonable requests for negotiation have still not been answered officially.

The Association stated that, for it, *"to negotiate does not mean to fight, but means to look for solutions together"*. Now, in the present system, the staff has only another formal way to obtain negotiations (with the Director General, by virtue of a note written by him in 1981), that is to depose notice of a strike: it is this that we will be obliged to do regretfully, to take place this year when CERN's accelerators are operational, if our requests are not answered.

Our fundamental demand is *"to be recognised as responsible social partners, within the framework of procedures of normal formal negotiations"*. In this context, **the Executive Committee will present a plan of action to the Staff Council, at its ordinary meeting in January; you will then be informed and consulted.**

We would also like to inform you that on **the 19th December**, the dossiers of the appeals against the previous decisions of the CERN Council and of the Director General concerning the increase of salaries were sent to the Administrative Tribunal of the International Labour Organization.

In conclusion, we would like to thank all of you, who in many different ways, have supported the actions of the Association throughout last year, and of course during the week of the Council meetings.

* * * * *

SERIES OF EVENING CONFERENCES ORGANISED by the STAFF ASSOCIATION

Last year the Staff Association successfully restarted its series of evening conferences.

To maintain the high level set by those speakers who were of international repute, we would welcome suggestions for speakers and topics. The presentations should not have any political, religious or commercial objective.

If you have any speakers to propose, please contact Claudine Baleur
Staff Association Secretariat - Tel. 2819 -Fax 785 10 02.
Claudine Baleur@MACMAIL.CERN.CH