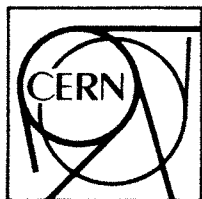


BULLETIN ASSOCIATION DU PERSONNEL

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



☎ 2819 - 4224

STAFF ASSOCIATION

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

VISIT OF THE PRESIDENT OF THE STAFF ASSOCIATION TO YOUR DELEGATES IN ALL DIVISIONS

Over the last fortnight, the President of the Staff Association, accompanied by one of the Vice-Presidents, has been round the Divisions to discuss a whole series of burning issues with your delegates:

- . indefinite contracts and the moratorium,
- . rejuvenation policy: early departures and recruitment,
- . annual salary adjustment,
- . five-yearly salary review,
- . performance appraisal and career paths,
- . 1990 promotions,
- . Pension Fund: elections, possible increase in contributions,
- . occupational training,
- . voluntary internal mobility,
- . etc....

However, the most important topic raised in all these meetings was:

RESTRUCTURING

We found the same anxiety about the future in all quarters. The message we got was always the same:

- . we are badly informed (with little or no information)
- . we are not consulted
- . many do not yet know where they will be at the beginning of January
- . is our group going to be broken up?
- . how do we fit into the administrative structure?
- . who is going to look after our careers and promotions?
- . what can we do if we don't like our new posts or new groups?
(some put this question to the Medical Service!)

We found that mechanics, electricians, draughtsmen and scientific programmers, to name but a few, were all apprehensive about being placed in a "pool" to be moved about from pillar to post as and when required, and were concerned, amongst other things, that their direct supervisors would not actually be supervising their work and that there would therefore be nobody to look after their careers.

At the Standing Concertation Committee meeting of 5 December, the Staff Association informed the Management of all these problems and the Management took note.

The Staff Association will endeavour to ensure that 1990 does not mark the beginning of a turbulent decade of disruption.

You are reminded:

- . that it has been decided to follow the same promotion procedures in 1990 as in 1989 and that the present Divisions must submit their proposals;
- . that in administrative terms you are still a member of your division until you receive official written notification to the contrary.

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Joyeux Noël 1989

Merry Christmas 1989

Meilleurs Voeux pour 1990

Happy New Year 1990

FETE DE NOEL DES ENFANTS DU CERN

Cette année encore la Fête de Noël des enfants du CERN a eu un grand succès. Nous avons, pendant deux heures, entendu retentir dans l'Amphithéâtre, les rires de nos petits Cernois dont la joie était évidente.

Nous tenons à remercier toutes les personnes qui sont venues aider à encadrer tout ce petit monde, aide qui a été très précieuse.

COMMISSION DU FONDS D'ENTRAIDE

Les membres de la Commission du Fonds d'Entraide vous présentent *leurs meilleurs vœux pour la nouvelle année.*

Vente de Noël au profit des Collectes à Long terme

LUNDI 18 DECEMBRE 1989, à partir de 9h.00
Restaurant COOP

ARTISANAT du TIERS-MONDE et CARTES de VOEUX

EXPOSITION ARTISTIQUE des membres du personnel travaillant sur le site du CERN

du 8 au 18 janvier 1990
Hall du Bâtiment Principal

Les artistes amateurs du CERN vous invitent cordialement à leur exposition annuelle organisée par l'Association du Personnel dans le cadre des activités culturelles.

Le vernissage aura lieu le **9 janvier, à 12h.00.**

Les artistes seront présents et très heureux de vous accueillir. Ils vous parleront de leurs oeuvres et vous pourrez leur faire part de vos observations qu'ils recevront comme un encouragement.

Venez nombreux, le verre de l'amitié vous sera offert.

Les artistes amateurs du CERN

CLUBS

WOMEN'S

WELCOME MEETING FOR WIVES OF NEWCOMERS - COFFEE MORNING

Each month, 2nd Tuesday, members of the CERN Women's Club welcome newly arrived wives to help with integration into the local community. The meetings take place in the Club Rooms, Restaurant No. 2 (first floor), from 9 am to 11 am.

You are invited to attend the next Coffee Morning or, if you have not yet come to the Geneva region, please watch the Weekly Bulletin for dates of the meetings.

We sincerely hope you can come, and look forward to meeting you.

The next meeting for wives of newcomers and Coffee Morning will be held on

TUESDAY 9 JANUARY 1990