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RÉUNION DU COMITÉ DE CONCERTATION PERMANENT

Le Comité de concertation permanent (CCP) a tenu les 15 et 16 septembre 1993 une réunion au cours de laquelle les sujets suivants ont été discutés :

Nouveaux statuts proposés de l'Association du personnel

Les représentants de la Direction ont déclaré que le Directeur général n'aurait peut-être pas la possibilité de juger si le projet de nouveaux statuts est compatible avec les objectifs de l'Organisation et ses activités, ainsi qu'avec son caractère d'institution internationale, comme l'exige le Statut du personnel (article VII 1.02), avant le 29 septembre, date à laquelle il sera demandé au personnel de l'approuver par un vote. En outre, les nouveaux textes proposés ont été distribués au personnel durant la période des vacances et le temps a manqué pour un examen approfondi de leur incidence au sein des divisions. Le danger existe que le personnel vote un document qu'il n'aura pas parfaitement compris et il a donc été suggéré qu'une discussion ait lieu le 29 septembre mais que le vote soit remis à une date ultérieure.

Les représentants de l'Association du personnel n'ont pas partagé le point de vue de la Direction sur le manque de temps ni sur le fait que le personnel ne serait pas pleinement au fait des répercussions des statuts actualisés proposés. Le personnel a approuvé à une écrasante majorité la stratégie de l'Association du personnel plus tôt dans l'année et les nouveaux statuts donnent une forme juridique aux principes exposés à cette occasion.

Le Comité s'est penché en détail sur plusieurs questions soulevées par la Direction au sujet d'un certain nombre d'articles et il a été convenu que la Direction proposerait dans certains cas une rédaction différente qui, selon elle, éclaircirait le texte proposé. Elle suggérerait aussi un préambule, toujours aux fins de clarification.

Les représentants de l'Association du personnel ont expliqué que, si les membres du personnel doivent avoir la liberté d'adhérer ou non à cette dernière, celle-ci n'en continuera pas moins à défendre les droits collectifs de tous les membres du personnel, comme par le passé. Il est toutefois évident que l'Association du personnel ne saurait prétendre au monopole de la

MEETING OF THE STANDING CONCERTATION COMMITTEE

There was a meeting of the Standing Concertation Committee (SCC) on 15 and 16 September 1993 at which the following topics were discussed :

Proposed new Statutes of the Staff Association

Management representatives stated that it might not be possible for the Director-General to judge whether the draft new statutes were compatible with the aims and activities of the Organization and with its character as an international body, as required in the Staff Rules (Article VII 1.02), before 29 September, when the staff are being asked to vote on their approval. Furthermore, the proposed new texts had been distributed to the staff during the holiday period, and there had not been time for detailed discussion of their implications within the Divisions. There was a danger that staff would be voting on a document that they did not fully understand, and therefore it was suggested that a discussion should take place on 29 September, but the vote should be postponed until a later date.

The Staff Association representatives did not share the viewpoint of the Management concerning the lack of time, nor that the staff were not fully aware of the implications of the proposed modernized statutes. The personnel had overwhelmingly approved the strategy of the Staff Association earlier in the year, and the new statutes put into legal form the principles expounded there.

The Committee discussed in detail several questions raised by the Management on a number of the Articles, and it was agreed that the Management would propose revised wording in some cases, which in its opinion would clarify the proposed text. It would also suggest a preamble, again with the aim of clarification.

The Staff Association explained that while members of the personnel must have the freedom to choose whether to join the Staff Association or not, the Association would continue to defend the collective rights of all the members of the personnel, as in the past. However it was clear that the Staff Association could not claim a monopoly in representing the staff towards the Organization, should other representative groups be formed. Nevertheless it believed that the defence of the personnel would be more effective if made by a united personnel and with this in mind it would conduct a

représentation du personnel vis-à-vis de l'Organisation au cas où d'autres groupes représentatifs se formeraient. Elle a déclaré croire néanmoins que la défense du personnel serait plus efficacement assurée dans l'unité et c'est dans cet esprit qu'elle appliquera une politique tenant pleinement compte des intérêts de tous les membres du personnel. La Direction a répété qu'une représentation collective par une Association du personnel unique répond aux exigences du Statut du personnel. Il serait nécessaire d'obtenir l'approbation du Conseil pour modifier ce dernier si la création d'un autre groupe représentatif était proposée. Certains articles du Règlement ainsi que plusieurs procédures internes connexes devraient être modifiées en conséquence.

L'Association du personnel a déclaré qu'elle proposerait une modification des nouveaux statuts visant à empêcher que, comme c'était son intention, des groupes nationaux deviennent membres affiliés. La Direction a suggéré de changer l'appellation "membres affiliés" en "observateurs", estimant que ce terme traduisait mieux leur statut.

Il a été convenu que les deux parties réfléchiraient à la situation et que d'autres contacts seraient pris prochainement.

Adaptation annuelle des traitements

Le Comité a discuté une proposition de version révisée de ce document préparé par la Direction que le Conseil avait rejeté en juin dernier sous sa forme initiale. L'Association du personnel a répété sa demande d'un *verbatim* de la discussion au Conseil, compte tenu qu'on ne sait pas exactement ce que ce dernier a décidé, et elle a donc réservé sa position. La Direction a expliqué que le Conseil avait demandé cette révision, et le Président du Conseil avait indiqué ce qui devait être fait.

Après un examen de certains des autres points de désaccord, le Comité a conclu qu'il serait inapproprié de présenter le document aux réunions d'octobre du Comité du Conseil et du Comité des finances, compte tenu en particulier que les propositions du document ne pourraient pas être appliquées pour l'adaptation des traitements de 1994. Il a été convenu de faire une recommandation dans ce sens au Directeur général.

Concertation avec le personnel

Pour cette question également, le Comité a discuté un document qui avait été rejeté par le Conseil en juin et révisé ensuite par la Direction. L'Association du personnel a proposé qu'il ne soit pas envoyé aux délégués, en vue de son examen par les comités, avant l'achèvement du processus de concertation, et c'est cette conclusion à laquelle est finalement parvenu le Comité. Il a été convenu de recommander au Directeur général de prendre les dispositions appropriées.

Situation des attachés non rémunérés

Il a été pris note du document présenté sur cette question, en attendant une discussion détaillée de la proposition en vue d'une nouvelle définition des

policy taking into account fully the interests of all members of the personnel. The Management reiterated that a collective representation by a unique Staff Association fulfilled the requirements of the Staff Rules. If the creation of another representative group was proposed it would be necessary to obtain approval of Council for amending the Staff Rules. Some Regulations together with several related internal procedures would have to be modified accordingly.

The Staff Association stated that it would propose a modification to the new statutes to exclude national groups from becoming Affiliated Members, as had been its intention. The Management suggested changing the name of Affiliated Members to "Observers", which it felt better conveyed their status.

It was agreed that both parties would reflect on the situation and there would be further contacts shortly.

The annual salary adjustment

The Committee discussed a proposed revised edition of this document prepared by the Management, which Council had rejected in its original form in June. The Staff Association reiterated its request for a verbatim record of the Council discussion since it was not clear what Council had decided, and therefore reserved its position. The Management explained that Council had asked for the revision, and the President of Council had indicated what should be done.

After an examination of some other points of disagreement, the Committee came to the conclusion that it would be inappropriate to present the document at the October meetings of the Committee of Council and the Finance Committee, particularly as the proposals in the document could not be applied for the 1994 salary adjustment. It was agreed to make a recommendation to the Director-General in this sense.

Concertation with the Staff

For this topic also the Committee discussed a document that had been rejected by Council in June, and subsequently revised by the Management. The Staff Association proposed that it should not be sent to delegates for examination by the Committees until the concertation process had been completed, and this was the conclusion finally reached by the Committee. It was agreed to recommend the Director-General to act accordingly.

The situation of Unpaid Associates

The document tabled on this topic was noted, pending detailed discussion of the proposal for a new definition of Categories of the Personnel. The document on this latter topic was also on the agenda of the meeting, but the Staff Association proposed that it should be referred to the Sub group on the Revision of the Staff Rules and Regulations, for a first discussion.

Revision of Administrative Circulars

The Committee agreed to a proposal to amend Administrative Circular No. 1 to introduce the concept of Operational Circulars, and to minor changes to

catégories de personnel. Le document sur cette dernière question était également à l'ordre du jour de la réunion, mais l'Association a proposé qu'on en réfère au sous-groupe chargé de la révision des Statut et Règlement du personnel, en vue d'une première discussion.

Révision de circulaires administratives

Le Comité a approuvé une proposition de modifier la Circulaire administrative N° 1 pour introduire la notion de "circulaires de service", ainsi que des modifications mineures à la Circulaire N° 4 sur l'assurance chômage. Il a été convenu également d'entreprendre une étude plus approfondie de cette dernière question qui devrait commencer au début de l'année prochaine. A propos de la Circulaire N° 10 sur le dossier personnel administratif, il a été convenu d'en discuter certains détails à l'extérieur du Comité. L'Association du personnel a considéré qu'afin de préserver le caractère international de l'Organisation on devrait éviter de confier au personnel des entreprises extérieures des travaux dans lesquels ils auraient à traiter des informations personnelles relatives à des membres du personnel titulaire.

Encouragement du travail à temps partiel pour le personnel devant prendre prochainement sa retraite

L'Association du personnel a retiré son accord au sujet du document présenté sur cette question, parce que celui-ci ne contient pas la notion d'une utilisation des économies résultantes pour améliorer le recrutement. La Direction en a pris note, ainsi que d'autres observations sur le document.

Le Comité tiendra sa prochaine réunion le 13 octobre 1993.

No. 4 on Unemployment Insurance. It was also agreed to initiate a more profound study of the latter topic, scheduled to begin early next year. With reference to No. 10, on the Personal Administrative File, it was agreed to discuss some details outside the Committee. In order to safeguard the international character of the Organization, the Staff Association considered that contractors' employees should not be given work assignments that involved dealing with the personal data of staff members.

Encouragement of part-time working for staff approaching retirement

The Staff Association withheld their agreement from the document tabled on this topic, since it did not include the notion of using the resulting economies to improve recruitment. The Management noted this and other comments on the document.

The next meeting will be held on 13 October 1993.

ADVISORY COMMITTEE OF CERN USERS

Summary of the 21st meeting held on 6 September 1993

Chairman's remarks

D. Toet, Chairman, welcomed Professor C. Llewellyn Smith, Director General designate, and S. Loucatos replacing Y. Sacquin. He reminded the meeting that his mandate as Chairman expires at the end of this year, and that names of candidates should be submitted to B. Pattison by 26 November 1993.

New from the CERN Management

C. Llewellyn Smith thanked ACCU for giving him the opportunity of seeing ACCU at work. He had been closely involved in User affairs during the work of the CERN Review Committee. He reminded the meeting that the Organization provides the facilities for its users, and that ACCU plays an important role in advising the CERN Management on the practical measures to achieve this satisfactorily. Speaking about the future,

CERN's front line facility, LEP, has a well defined programme up to the end of the decade, but in addition, every effort must be made to maintain a sufficiently broad programme in order to bridge the gap between LEP and the LHC.

The DG designate said that his goal will be to maintain CERN's leading position in the field of high energy physics, exploit LEP and LEP200, and obtain approval for the LHC and start its construction.

Concerning the LHC timescale, there will a dual presentation at the December '93 Council Meeting by the outgoing and incoming Directors-General which will cover the design, the construction time, the costs involved, and a long-term plan for the laboratory. Following consultation by the Council Delegates, a decision could be expected for June '94.

M. Jacob will help the future DG keep close contact with the Member States. ACCU asked to be kept informed of the developments.

The Chairman thanked C. Llewellyn Smith and looked forward to close collaboration.

P. Darriulat speaking on behalf of the Director-General referred to the recent death of N. Hamann, the LEAR Co-ordinator, a member of JETSET and a highly respected physicist.

The accelerators have worked very well up to the technical stop despite two breakdowns on the 400 KV line, with LEP scanning the Z peak, and exceeding 50% polarization.

Of note at the June Council meeting was the accession of the Czech and the Slovak Republics. In addition the Russian Federation has indicated interest in joining CERN sometime in the future.

The Committee of Council began to study the position of non-Member States in the CERN framework, and new categories of membership will be investigated.

The new President of Council will be Prof. H. Curién from 1 January 1994.

Restaurant No 1 upgrade

J.-L. Baldy reviewing the situation said that priority is being given to an intermediate project improving the service and extending the restaurant in the region of the "Glass Box". The main goals are to avoid queueing, reduce bottlenecks and noise levels, and at the same time maintain or even increase seating capacity without forgetting the full size option. The existing floor area will be increased by 260 m² in addition to an extension of the Glass Box by 56 m². The extension will provide 220 seats which will offset the loss due to the free flow improvements. Thus, in the first stage, seating will be about the same as at present. The free flow area will have two entrances and four cash points, and the bar will be restructured to accommodate these improvements.

Construction outside will start in October, and there will be a total closure of Restaurant No.1 from 18 December until 9 January. It will reopen with reduced service until the end of January. The extension will open in February 1994.

Replying to a question, J.-L. Baldy said that under the terms of the new contract between CERN and the Co-op the money put forward by the Co-op will not be reflected in price increases. There will be both smoking and non-smoking areas, but of course this would depend on CERN's future policy regarding smoking.

ACCU congratulated CERN on the rapid progress of this project which it has keenly supported.

Use of CERN cars

A. Lecomte described the CERN Car Pool, explaining the difference between the "white" and the "blue" cars. The former are purchased tax-free and use tax-free petrol, whilst the latter are leased. About 600 white cars are rented to Divisions, and 130 blue cars are

leased by PPE Division. White cars are only insured for civil liability, whereas leased cars have CASCO cover. The rules governing the use of cars belonging to or hired by CERN are explained in the circular AG-OF/RH/3500 (July 1991), copies of which can be obtained from the Users' Office.

ACCU agreed to request the Vehicle Users Committee to make a further feasibility study (in time for the next meeting of ACCU) for making a limited number of unused cars available outside normal working hours.

New hostel & CERN apartments

E. Roebuck outlined the current situation of the CERN furnished apartments. More and more people move to live in France as the cost of rented accommodation in Switzerland is no longer competitive. Due to the low occupancy rate (72%) of Swiss flats rented by CERN, there will be a financial loss in 1993. The Housing Fund Committee will consider reducing the number of flats. On the other hand, whilst the flats rented in France by the Housing Fund enjoy 100% occupancy, they make a deficit due to the terms of the original agreement. The Housing Fund Committee recommends re-negotiation of this agreement.

Excavation for the new hostel will start on 13 September, and the architects estimate that the hostel will be completed for the end of January 1995. The Housing Fund Committee has mandated E. Roebuck to examine replacement accommodation for the Barracks as it is considered that there will always be a need for cheaper accommodation.

Users' Office news

W. Blum announced that the office continues to provide service to more than 100 customers each day, but regrets that ACCU Delegates rarely visit the Users' Office. The AIS database will come into being in 1994, and users can help by checking their personal information when documents are renewed. A special project is in hand to identify team leaders, and contact them each year for correct information about their groups.

Any other business

Complaints about the quality of food etc., were referred to the Restaurant Advisory Committee.

The Secretary replied to written questions about the closing time for the tunnel and the opening time of the Reference Section in the Library. A recent survey showed that only 3 or 4 cars used the tunnel carrying materials (and therefore a transfer slip) between 6 p.m. and 7.25 p.m., and it was decided for reasons of economy to close the tunnel at 6 p.m. Due to staff shortages the library desk is manned from 10 a.m. until noon and from 1.30 p.m. until 5.30 p.m. When two posts which are currently open are filled, there will once again be normal 8 hour operation. However, any member of the library staff will open the Reference Section at any time on request.