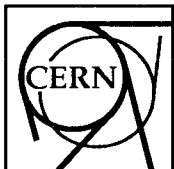


Bulletin ASSOCIATION du PERSONNEL STAFF ASSOCIATION



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Siège: Genève, Suisse
Seat: Geneva, Switzerland

STAFF_ASSOCIATION@MACMAIL.CERN.CH

Tel. 2819/4224

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Meeting of the Staff Council, 14th May

The Staff Council, meeting on the 14 May, had the following points on its agenda:

- **Matters arising from the Ordinary General Assembly of the 7th May:** the Council noted the approval by the General Assembly of the 1990-1991 Annual Report, the approval of the changes proposed to the Statutes of the Association, the approval of the subscription rate to the Association, kept at 1/1000 of the basic salary and the approval of the draft budget.

It took note that the decision of the Assembly to reimburse the lawyers' fees of the Staff members who had successfully appealed to the Administrative Tribunal of the International Labour Office against the refusal of CERN to grant them the conditions of the 1988 system of early departure, will be actioned shortly by the Executive Committee.

The Council took note also of the election of Jacques Blondel and Edmond Héritier as Auditors, and those of Claudine Baleur, Jean-Claude Bertrand, Christine Fromm, Horst Hoffmann, Michel Lamidon, André Malavallon, Odette Marais, Henri Massebouef, François Merle, Pedro Ramallete and Helmut Schonbacher as polling officers.

- **Meetings of the Standing Concertation Committee (SCC), 10th and 14th May:** in particular the meeting of the morning of the 14th May was devoted to a discussion on the draft document of the Administration on merit-oriented advancement. Following the comments of the SCC meetings, the Executive Committee had drafted comments on the Administration, comments which had been expounded before it.

After recalling that advancement at CERN had always taken merit into account, the Staff Council finds that the proposal contains certain positive elements: the extension of careers by grouping several grades in paths defined by the functions fulfilled¹, the abolition of age restrictions for moving into the final grade of merit (now called the *exceptional advancement grade*), the simplification of changes of grade within career paths, the possibility of changing career paths if justified by a corresponding change in functions and formalizing performance appraisal.

It notes however a certain retrogression both from the current practice and the previous document in December of the Administration: a slowing down in the exceptional advancement grade: at the most one step every two years (the Association is opposed to this slowing down), no possibility to change grade before reaching the cross-over step with the next grade, the disappearance of the increases of the advancement budget suggested by the Administration in December of 0.75% in 1992 and 0.75% in 1993, replaced by a unique increase of 0.2%.

The Association regrets that for career paths I, II and III the length of both the normal and the exceptional part is shorter than for the others, welcomes the creation of career path VI for technical engineering, regrets the absence of criteria for advancement

¹ nine career paths are proposed with the following definitions (grades of the path and the exceptional advancement grade in parentheses):

I) unskilled work	simple manual or office work	2(3)
II) specialised work	specialised manual, office or support service work	3,4,5(6)
III) skilled crafts-skilled office work-	fully qualified craft or office work involving a variety of problems of execution; or responsibility for specialised work units	4,5,6(7)
IV) technical clerical/administrative master craftsmanship skilled craft/office work supervision specialised work supervision	technical or administrative work in a given field; or development work requiring mastery of a trade; or responsibility for skilled work units.	5,6,7(8)
V) higher technical higher administrative	technical or administrative work involving the study of complex and highly specialised problems; or administrative work involving analysis of principles/precedents; or responsibility for an organic work unit	6,7,8(9)
VI) technical engineering executive administration	technical or administrative work involving the study and implementation of complex and highly specialised projects; or responsibility for a large organic unit	7,8,9(10)
VII) scientific engineering professional administration	research, development, or professional work	8,9,10(11)
VIII) scientific engineering professional administration	research, development, or professional work involving a wide range of academic study or management responsibility	11(12)
IX) responsibilities of the highest level of scientific or management complexity, originality and wide distinction. Advancement at the discretion of the Director General, except for access to grade 14 which is decided by the CERN Council upon proposition of the Director General		12,13,14

in career paths VII, VIII and IX. It underlines the absence of definition of recruitment levels within career paths commensurate with experience as well as the absence of criteria for exceptional advancements (double steps, progression to the exceptional advancement grade), left, in the draft, to the discretion of the Director General.

The Association notes also that the merit of the system proposed in the report over the present one will depend considerably on how it is applied: fairness and transparency of the performance appraisal for the totality of the staff, the annual budget for advancement, the placing of existing members of the personnel in career paths, the following-up of the system, etc...

During the SCC meeting of the 14th May, the Staff Association representatives have therefore requested guarantees in the form of a minimum advancement budget for the next four years and the creation of four Boards for setting up and following up the new system, whose members would be chosen by mutual agreement in the SCC. The Staff Council has therefore decided to await the reply of the Management to these requests before definitively pronouncing on the present draft.

- **The remaining measures negotiated with the Management last summer:** the Council approved the terms of the open letter to the Director General, that the Executive Committee had drafted, requesting that the terms of the agreement resulting from the negotiations last summer concerning the increases of salary for 1992 and 1993 be respected (see bulletin n^o 21/91 dated 20th May).
- **Preparation for the meeting of the Governing Board of the Pension Fund² on the 15th May:** the Council considered a proposal of the Management intended for the Finance Committee and the CERN Council.

At the request of the CERN Council, the Management proposes a new plan of reimbursement of the debts of the Organization to the Pension Fund, which is intended to replace the 1987 one, and to take into account the elements added to this debt since then.

The 1987 plan foresaw that the repayment would be completed in 2013, that CERN pays a nett annual rate of interest of 3.5% on the debt indexed according to the cost of living index in Geneva.

The Management now proposes a reimbursement over 30 years (until 2021), with the payment of a nett annual rate of interest of 3.0% on the debt indexed according to the cost of living index of Geneva, by annuities of a constant amount in 1991 francs, indexed by the cost of living.

Taking into consideration the weaknesses of the guarantees for repayment of the debt in the case of the dissolution of the Organization, the Staff Council pronounced in favour of respecting the final expiration date decided upon in 1987 (2013); then, in accordance with the terms of the resolution on pensions voted by the Extraordinary General Assembly on the 18th May 1990, the Council pronounced for keeping the nett annual rate of interest at 3.5%, as decided by the CERN Council when the debt was created in 1981; finally, the Council was not opposed to the modalities of the repayment by annuities of a constant amount in 1991 francs, indexed by the cost of living at Geneva.

² where, we recall, the personnel is represented by a representative of the Association and by four directly elected members.

The President of the Association has been instructed to support these positions before the Governing Board of the Pension Fund.³

- **Evening Conferences:** With the objective of relaunching this programme, the Staff Council has approved a list of possible subjects and speakers, presented by Fernand Jeanmairet, who is responsible for the evening conferences organised by the Association.

³ the Governing Board decided, by a majority, to accept that the reimbursement is made over 30 years (until 2021), with a nett annual rate of interest of 3.5% and by fixed annuities indexed according to the cost of living in Geneva. All new proposals to change the plan of reimbursement must renegotiated. This point of view will be put in writing to the Finance Committee and the Council in an annex of the Management document.

GROUPEMENT DES ANCIENS DU CERN

La prochaine permanence du Groupement des Anciens du CERN se tiendra le :

MARDI 4 JUIN 1991, de 14h.00 à 17h.00
dans les locaux de l'Association du Personnel
Bâtiment 64 R-002

CLUBS

VELO



Prochaines sorties

Samedi 1er juin : sortie avec le Club d'Annemasse, 13h.30 au Centre des Associations, 8 Avenue de Florissant à Annemasse. Nos amis savoyards sont fidèles aux traditions, nous aurons donc droit au "goûter pantagruélique" habituel. Soyez à l'heure pour le rendez-vous SVP.

Samedi 8 juin : 1er parcours : départ à 14h.00, Piscine de Ferney-Voltaire pour 65 kilomètres.
2ème parcours : départ à 14h.00, Piscine de Ferney-Voltaire pour 47 kilomètres avec un passage à St. Genis vers 14h.30.

Rappel aux membres 1991 : vous avez reçu les papiers pour la descente sur la Côte en septembre, le dernier délai d'inscription est fixé à **FIN MAI**. N'oubliez pas !

Pour tout renseignement :

- C. Boudineau, Tél. 5796
- N. Boimond, Tél. 4788

CERN WOMEN'S CLUB

Coffee morning for members and newcomers

Every second Tuesday of the month we organize a coffee morning for all our members (including mothers with little children) and for all the women who are interested in our club activities. Wives of newcomers in the area are especially invited to come to our coffee morning. While having coffee and biscuits you have the opportunity to meet members of the club, and to learn about our activities.

We meet each other in the Club Rooms, Restaurant 2 (building 504, first floor) from 9.00 am to 11.00 am.

The next coffee morning will be held on **Tuesday 11 June 1991** and is entitled Parks and Gardens in the Geneva Area.
There will be a "bring-and-buy" *Green* table.

We are looking forward to meeting you !!!

CLUB DES CERNOISES

Coffee-Morning pour les membres et les nouvelles arrivées.

Le deuxième mardi de chaque mois nous organisons un coffee-morning pour tous nos membres (ainsi que pour les mamans avec de jeunes enfants) et pour toutes les dames qui s'intéressent aux activités du Club.

Les épouses de nouveaux arrivés sont tout spécialement invitées à venir au coffee-morning. Pendant que vous prenez un café et mangez des biscuits vous avez l'occasion de rencontrer des membres du Club et de vous renseigner sur nos activités.

Nous nous rencontrons dans les salles du Club, Restaurant 2 (bâtiment 504, 1er étage) de 9h à 11h.

Le prochain coffee-morning aura lieu le **mardi 11 juin 1991** sur le thème Les Parcs et les Jardins de Genève et des environs

Il y aura une "Table Verte": vous pourrez apporter et acheter des plantes.

Nous attendons avec impatience, le plaisir de vous rencontrer!!!