



ASSOCIATION DU PERSONNEL STAFF ASSOCIATION

STAFF COUNCIL MEETING OF 21 MAY 1980

The retiring Council took decisions on the following subjects :

WORKING CONDITIONS OF STAFF PROFESSIONALLY EXPOSED TO RADIATION

Following a discussion of the report of the Staff Association Working Group with the signatories of the petition in the presence of HS Division experts, who confirmed the technical contents of the report (subject to reservations to be notified), the Staff Council approved the report and the recommendations. It expressed however, a wish that :

- a) the Working Group should not be disbanded and should study more thoroughly the following aspects :
 - monitoring of neutron radiation;
 - diseases other than cancer;
 - follow-up of measures which will be taken.
- b) the report and recommendations should be discussed in the Standing Advisory Committee in order to negotiate with the Management a number of measures designed to :
 - 1. reduce the maximum annual dose;
 - 2. recognize in contracts the status of professional radiation worker;
 - 3. ensure that persons approaching the acceptable career dose are progressively given non-radiation work within their own sections;
 - 4. ensure adequate cover by the Health Insurance Scheme for diseases which may appear long after radiation exposure;
 - 5. improve the technology of preventive systems so as to minimize the danger, in keeping with the Organization's financial resources;
 - 6. study a compensation scheme for staff professionally exposed to radiation.

NURSERY SCHOOL REGULATIONS

A study group comprising :

- . representatives from the Nursery School Management Committee;
- . representatives from the Nursery School staff;
- . representatives from the Staff Association;

has submitted to the Staff Council draft regulations aimed at clarifying :

- the recruitment policy;
- contract conditions;
- the social protection of Nursery School staff;
- the wages policy.

After discussion, the Staff Council made the following decisions :

- to accept the proposed salary scale;
- to accept the social protection measures;
- to set the fees for the year 1980/1981 at 270 SF in order to reduce the expected deficit;
- since amendments had been proposed concerning the employment policy and clarification had been requested on contract policy, the Council requested that the regulations be submitted to a jurist before it gave overall approval;
- admission of the children of unpaid associates to the Nursery School : because of the rising deficit under present conditions, the Council could no longer agree to cover the fees for these staff to the same extent as at present. It considered that the problem should be discussed between the Management of CERN and the unpaid associates. Meanwhile, transitional measures would be studied.

CREDITING OF PENSION RIGHTS FOR MEMBERS OF THE PERSONNEL ON SHIFT WORK

The Staff Council approved unanimously a new alternative proposal to the drafts which had been proposed by the Management and refused by both the Staff Association and the Executive Board.

The new proposal will be sent to the Management, to Heads of Division and to representatives of the Staff Association.

INDUSTRIAL SUPPORT (STAFF AND FIRMS ON THE SITE)

Two important problems concerning support staff have recently been the subject of several studies and actions and the Executive Committee hopes that the best possible conclusion will be reached in the near future.

1. SERVICE AND MAINTENANCE CONTRACTS AFTER THE MORATORIUM

A proposal concerning a modified policy regarding calls for tender in respect of firms providing maintenance and services will shortly be submitted to the Executive Board.

This text, which has been prepared by a working group with the participation of two members of the Staff Association and must be submitted at a future Finance Committee meeting, takes into account several observations by the Association; in particular, firms which do not comply with the conditions of social cover and remuneration normally practised locally by the trade would not be accepted.

We think that this text should also include a definition of CERN's medium-term general policy on industrial support (see our Flash of March 1978).

2. UNION REPRESENTATION AND THE EXERCISE OF UNION ON THE CERN SITE

Union representation and the exercise of union rights by the employees of firms on the CERN site is a very important issue.

The Staff Association has on several occasions drawn the attention of the CERN Management to this matter (letter, Flash), and an important discussion took place at the SAC meeting on 2 October 1979.

Two meetings are planned :

- . one in Geneva (in June) between the Management of the Office Cantonal de l'Inspection et des Relations de Travail - OCIRT, the unions representing workers and employers of firms on CERN territory, and a Delegation from CERN. The Staff Association has been invited by the CERN Management and by the OCIRT;
- . there should be second meeting in Bourg at the French Labour Inspectorate (Inspection du Travail) during September with unions representing workers and employers of French firms on the site, along with the same participants from CERN.

The theme of the two meetings is the same, basically :

- . analysis of legal machinery;
- . the exercise of union rights on the site : meetings, publicity notices, etc...
- . health and safety.

The Executive Committee has already made its preparations but will continue to liaise with the CERN Management and with the unions before these two important meetings.

NON-RESIDENCE

The Council has also made clear its position, which will be explained in a memorandum sent to the Management, with copies to the Staff Association representatives.

PENSIONS

As we announced in the Bulletin of 19 May, the Executive Committee has requested the Council to call off strike which was planned for June 1980. The Council has agreed to call off the strike for June but has strongly recommended that a memo be sent to the Management giving a new strike notice which would come into force when the Finance Committee has made its decision on the recommendations of the group of experts.

The next Council must decide on all the arrangements which would be needed, before the CERN Council's final decision.

RESIDENCE CONDITIONS APPLICABLE TO OFFICIALS AND THEIR FAMILIES IN HOST STATES

The motion adopted at the Annual General Meeting was scheduled for discussion at the Standing Advisory Committee meeting on 3 June.

CORRIGENDUM

Une erreur s'est glissée dans la rédaction du Communiqué concernant la relation de l'Association du Personnel avec le Groupe C3S en deuxième ligne (BUH No.23/80) *le Président de l'Association (qui a assisté à cette réunion sur recommandation du Comité Exécutif)*; en effet le Président de l'Association avait reçu une invitation ex-officio pour cette réunion.

Veuillez nous excuser.

COMMUNIQUE FROM THE EXECUTIVE COMMITTEE

RELATIONS WITH GROUP C 3 S (SENIOR STAFF ADVISORY COMMITTEE)

Following this Committee's first meeting with the Directorate to which the President of the Staff Association was invited ex-officio, the Staff Association proposed a meeting with the members of C3S to clarify the following points before its next meeting with the Directorate.

1. the creation of a working group to study the "Salary comparison reference framework" (group proposed by C3S);
 2. the assesment of the implications of the "C3S" committee's existence regarding :
 - staff unity,
 - duplicated representation of one section of the staff,
 - the credibility and hence effectiveness of the new staff defence structure;
 3. the evaluation of RESCO results overall, as an alternative to the line followed by the Staff Association, and the danger of jeopardizing the RESCO results.
4. the possibility of jointly planning a communication and participation system for all members of the staff which would be equitable, democratic and representative, in both form and mandate.

In reply to this invitation, the "C3S" group informed us that it was busy with current matters and could not meet the present Executive Committee; it did, however, think that it would be able to hold discussions with the new Executive Committee during July. Nevertheless, it has sent us the copy of a proposal made to the Management concerning non-residence.

As the present Executive Committee is also very busy with current matters, (particularly as its term of office is coming to a close), it feels that the Staff Association should not be represented at the next meeting of the C3S Committee with the Management, scheduled for 9 June 1980, without prior consultation with the elected representatives of grades 11 to 14.

On the advice of the retiring Staff Council, the Executive Committee proposes :

1. that the group concerning the reference framework for salary comparisons presently being set up should extend its mandate to include the continuous monitoring of real external salary trends, in order to obtain a better idea concerning the a better idea concerning "prosperity" component of the index;
2. that this group should be made up as follows:
 - 2 members seconded by the C3S group,
 - 2 members from category B,
 - 2 members form category C;

with the members from categories B and C elected by universal suffrage of all grades 2 to 10 inclusive.

The new Council, which should be constituted by the end of June 1980, would thus have to give its opinion on organizing the election, on the type of relation to be established with Committee C3S and on the other questions listed above, which we feel should also be debated openly among members of the personnel before December 1980.

Y. ORLOV - Poster

Portraits of the physicist Y. ORLOV are on sale (price 5 SF). Please contact: L. HENNY Tel. 2569/2578, J.P. LAGNAUX Tel.6515 or F. JAMES Tel.3462.

Posters are also on sale at the Staff Association Secretariat.

Support this initiative to obtain Y. ORLOV's release.

MEMBERSHIP OF THE BOARD OF THE MUTUAL AID FUND FOR 1980/1981

Subsequent to Mr. Jean-Paul GRILLET's resignation, Mr. Lucien BRIOT will replace him on the Mutual Aid Fund Board which will be made up as follows for 1980-1981 :

Chairman	: R. MARCEAU SB/2107	Members :	L. BRIOT SPS/5477
Vice-Chairman	: T. KROWERATH SB/2240		M. GENET SPS/5292
Secretary	: C. BALEUR DG/2819		J. PRODON SB/6381
Treasurer	: W. VAN CAUTER SB/2846		L. THORNHILL SB/3549
			F. VERMEILLE EF/6565

Articles 1, 2 and 3 of the General Regulations of the Mutual Aid Fund read as follows :

1. NAME AND PURPOSE

A fund is hereby established, bearing the name of the Mutual Aid Fund of the CERN personnel (hereinafter called the Mutual Aid Fund), for the purpose of providing assistance, under the management of an independent board (hereinafter called the Board), to members of the personnel and their families in difficulty.

2. BENEFICIARIES

The following shall be entitled to receive assistance from the Mutual Aid Fund :

- 2.1 the members of the personnel,
- 2.2 the members of their family as defined in the Staff Rules and Regulations,
- 2.3 their relatives in the ascending line,
- 2.4 the children of their spouse,
- 2.5 CERN pensioners and their families.

3. PROCEDURE

Requests for and proposals of assistance may be put forward

3.1 by :

- 3.1.1 the member of the personnel concerned or any other member with knowledge of his case,
- 3.1.2 the secretariat of the Division to which he belongs,
- 3.1.3 the representatives of the electoral group of the person concerned or, more generally, the Staff Association,
- 3.1.4 the Social Affairs Service;

3.2 to :

one of the members of the Board, a list of whose names is lodged with the divisional secretariats, the Staff Association and the Social Affairs Service.

3.3 All requests for or proposals of assistance shall be dealt with in strict confidence. Persons consulted by the Board in accordance with the provisions of Article 8.3 of the General Regulations shall also observe strict confidence. Persons invited to attend the meetings of the Board shall withdraw at the latest when the Board begins its deliberations.

3.4 The records of the meetings of the Board shall be distributed solely to its members and shall on no account be communicated to third parties.

NURSERY SCHOOL

Pursuant to the decision of the Staff Council Meeting held on 21 May 1980, Nursery School fees will increase to 270 SF per month for the school year 1980/1981.

Members of the personnel wishing to enroll their child(ren) in the CERN Nursery School for the school year 1980/1981 are requested to inform the Staff Association Secretariat as soon as possible. Tel.2819.