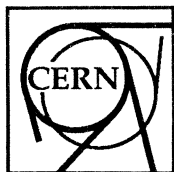


Bulletin ASSOCIATION du PERSONNEL STAFF ASSOCIATION



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

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Staff Council meeting of 13 November 1990

Negotiations follow-up

Staff Council heard a report on the meeting called by the Association with staff of MT Division on the actions under way to give support and listen to any problems in application. This meeting was the fourth of its type in the Divisions and further ones were scheduled this week (AT and ST) followed next week by PE/FI/AS/DG-AG-AC, ECP+PPE and CN, so that all Divisions will have been visited before the end of November.

A letter explaining the staff's position had been prepared and sent to all members of the ACCU (the Advisory Committee of CERN Users) with the intention that they distribute it further in their countries. Copies will also be placed in the 'USERS' office', sent to all spokespersons of CERN listed experiments, sent to delegates of the Member States in the Finance Committee and the CERN Council and in general to all staff and users at CERN.

It was confirmed that the meeting of the Finance Committee in November would not in fact be scheduled and instead there would be an extra afternoon in December. The actions foreseen for November will be transferred to December.

Health Insurance

The Staff Council heard a summary on the contents of the report of the **Management's 'Working Group on Health Insurance at CERN'**. The report foresaw; methods to allow AUSTRIA to control better the bills presented by doctors/hospitals, joining other organisations in Geneva to negotiate better tariffs with doctors and hospitals, urging staff to be careful in their use of health facilities (as the staff pay about 50 % of the costs from their own pockets) or to take treatment and buy medicaments in France where these were cheaper, using the AUSTRIA insurance as a complementary one wherever possible (if working dependants are insured elsewhere or have rights with the national systems) and investigation of preventive health care for CERN employees and families.

The group had proposed that the problem of the increasing number of pensioners for which CERN has an obligation for health insurance but for whom CERN does not contribute in the same proportion as for active staff, coupled to the decreasing number of active staff programmed for the future, must be seriously addressed.

As the above studies and actions would take time to be done or have a visible effect, the working group had recommended that the present scheme with AUSTRIA be continued for five years as foreseen in the Standing Concertation Committee (SCC) meeting of 7 November 1989.

Finally, it was recalled that increases in the health insurance premiums were inevitable for 1991 and that the estimation from AUSTRIA was that this increase for the staff would be from approximately 2.6 % of basic salary to 3.0 % of basic salary, with the Organisation's contribution increasing in the same ratio. The Management was known to be preparing a paper to Finance Committee requesting these increases.

The Staff Council recommended that the report of the Working Group of the Management be passed to the Staff Association's standing committee on Health Insurance matters so as to aid it in developing a Staff Association policy on Health Insurance.

Indefinite Contracts

After hearing a report on the meeting with those refused an indefinite contract this year, the Staff Council expressed its 100% support for any action by the Staff Association in support of these persons. It noted that treatment appeared not to have been the same in all Divisions and again deplored the arbitrariness visible in CERN on matters concerning staff and the apparent disdain of Management towards a transparent application of the Regulations.

Early Departures

The Staff Council was informed that the Management was considering applications of staff members refused early departure under the 1988 scheme, to leave CERN with a certain "gratification" within the Director General's discretionary powers.

It deplored an apparent difference of treatment between upper and lower grades and instructed the Executive Committee to express this to the Director General asking him to use his discretionary powers to equalise the treatment of the lower grades to that of the higher ones.

It further expressed dissatisfaction with the fact that not all ex-refused staff might be treated equally or in fact, might know of this new possibility, as no clear information from the Management had been published, and that there was no clear agreement to ensure transparency.

The Staff Council was further informed that the negotiators of the Association had had only one meeting with the Management (in late August) on this subject after which the Management had refused further meetings. However at this meeting the Staff Association had expressed strong reserves concerning compensation of the Pension Fund for these cases. The Staff Council strongly supported this expression of reserve with respect to the possibility of damage to the balance of the Pension Fund.

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La traduction française sera publiée dans le prochain Bulletin hebdomadaire

ASSOCIATION DU PERSONNEL STAFF ASSOCIATION

CLUBS

Clubs	Responsable de l'information	Div.	Tél.(Beep:13+)	Président	Tél.(Beep:13+)
Art visuel	M.-N. Fontaine(Mlle)	TH	4222	M.-N Fontaine(Mlle)	
Auto/Car	C. Zanaschi	FI	2193	C. Zanaschi	
Basket Ball	D. Blondel	ST	5136	D. Blondel	
Boules & Pétanque	L. Bavaresco	ST	3753 (2556)	L. Bavaresco	
Bowling	R. Benetta	ECP	5842 (5030)	R. Benetta	
Cernoises/Women's*	S. Colchester(Mme)	-	9-50.56.30.19	M. Windmolders	50.42.83.95
Choeur & Orchestre/ Choir & Orchestra	C. Taylor	PS	2590 (3096)	J.-P. Diss/TIS	3156(1000)
Cinema	C. Bertoux	TIS	3583 (1211)	C. Bertoux	
Cricket	J.B. Pattison	PPE	2923 (7172)	J.B. Pattison	
Croquet	N.G. Eatough	AS	3333 (3333)	N.G. Eatough	
Darts/Fléchettes	M. Fluckiger	ECP	3359	G. Beetham/SL	5124(4015)
Disques/Records	S. Cannon	CN	5036 (5502)	J. Zimmer/PPE	6807(5723)
Electrosolaire	J. Dupin	SL	4818 (4058)	J.D Pahud/SL	4820(4124)
English Book Club	A.G.Mathewson	AT	2552	J.Y. Freeman**	734.45.70
Folklore	L. Jirdén	SL	5125 (4091)	L. Jirdén	
Football	R. Martini	ST	3130	R. Martini	
Footing/Road running	D. Dallman	AS	3825	D. Dallman	
Games(Chess/Echecs/ Bridge)	D. Kemp (bridge)	CN	5024 (3066)	D. Warner/PS	2539
Golf	B. Moy	TIS	4154 (1170)	B. Moy	4154(1170)
Hippique/Horse Riding	J. Rostant(Mme)	TH	4222	M. Blin/AT	3536(3713)
Jazz	A. Verdier	SL	3264	A. Verdier	
Livre français	A. Perrelle	CN	2406	R. Cateau/ST	2191
Libro Italiano	M. Pellacani	AS	5411	M. Pellacani	
Micro-informatique	F. Saldana	PPE	7156 (7030)	F. Saldana	
Modèles réduits/ Scale- Models	R.B. Flockhart	CN	4918 (4065)	R.B. Flockhart	
Musiclub	C. Macdonald	AS	4848	C. Nemoz /PS	8173
Photo	R.Huguenin	SL	3412 (3631)	R. Huguenin	
Radio amateur/ Amateur radio	C.-E. Wulz	PPE	6592	C.-E. Wulz	
Rugby	J. Morand	FI	2249	J. Morand	
Ski	P. Detemmerman	CN	4899 (5511)	P. Detemmerman	
Softball	B. Sutton	SL	5588 (4215)	B. Sutton	
Subaquatique	J. Perrier	PPE	3039	R. Saban/SL	3039
Tennis de table/ Table tennis	H. Müller	TIS	2157 (1171)	H. Müller	
Vélo/Cycling	P. Fogli	FI	4464 (6114)	C. Boudineau/MT	5796
Volleyball	J. Fuchs	PS	2631	A. Pace	2897
Yachting	N. Le Vasseur	ST	4624	N. Le Vasseur	
Yoga	J.-C. Perréard	SL	3288 (3528)	J.-C. Perréard	

Président, Comité de Coordination des Clubs:

N.G. EATOUGH /AS - 3333 (3333)

Chairman, Clubs Coordination Committee:

* Adresser courrier à "Club Cernoises, CERN."

** Address mail to "J. Nicholls/AS"

Nov 1990