

Staff Representation at CERN

CSAIO3 – September 28th-29th 2002

The CERN Staff Association

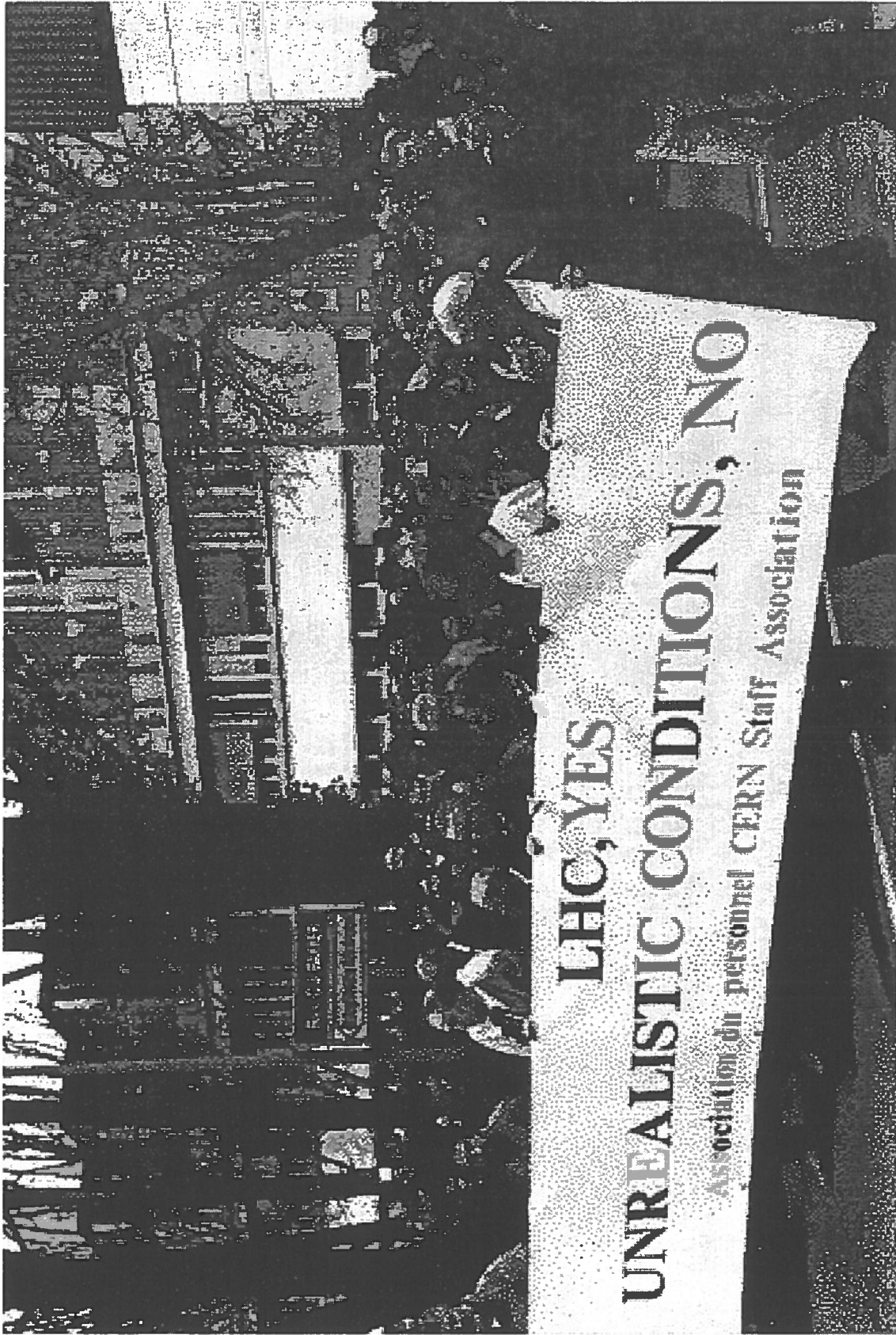
- CERN & CERN Staff Association in brief
- Structure and functioning of the Association
 - organs, elections, means for action, ...
- Management & Member States Relations
 - “*concertation*”, TREF, ...
- What works for us

CERN in brief

- European laboratory for particle physics
- 20 European Member States
- Only one duty station: Geneva
- Two Host States: Switzerland & France
- 2600 Staff (200 Fellows, 5800 Users)
- Annual budget: 1250 MCHF / 825 MEUR
- One staff category (no GS/P/D nor A/B/C/L split)

Staff Association in brief

- Sole Staff representative body
- Membership is not automatic
 - 66% of Staff are members
 - members are found in all hierarchical levels
 - retirees are also members
- Social and cultural roles too
- Members can be mobilized if needed



Organs

- **Annual General Meeting** (1 afternoon / year)
 - defines policy guidelines
 - approves activity reports, accounts, budget

- **Staff Council** (1 afternoon / month)
 - defines policy, controls implementation
 - proposes policy guidelines & budget to AGM

- **Executive Committee** (1 afternoon / week)
 - implements policy
 - proposes policy to Staff Council
 - interacts with Administration, Member States, ...

Elections

Membership (over 1800 – 66% of staff)

annual elections (for half the seats – by electoral college)

Staff Council (66 seats – 2/3 filled)

annual election (for all seats – by list-ticket)

Executive Committee (min 9 members)

Means for action (1)

- Time for Staff representation
 - Global allocation for Staff Council Delegates
 - Detachment for President 100%
 - Vice Presidents 2 x 50%
- Secretariat
 - 3 full-time persons
 - paid out of the Administration's budget

Means for action (2)

- Annual budget: ~ 375 kCHF ~ 250 kEUR
 - 40% social and cultural activities
 - 30% Staff defence activities
 - 15% external relations
 - 15% operations
- Contribution rate: 0.15% to become 0.18%
- Infrastructure provided by Administration
 - offices, network access, electricity, ...

Relations with Management (1)

- **Key word: “Concertation”**
 - **is striving to find agreement**
i.e. Management and Staff representatives discuss at great length in search of an agreement, but if they fail to converge, then the Management decides (arbitration by the Director General)
 - **is more than *consultation***
i.e. Management only has to inform the Staff representatives and has no obligation to take into account their reaction
 - **is less than *negotiation***
i.e. Management and Staff representatives have to converge, to both agree before anything can be done
 - **is only as good as each side’s commitment to make it work** (worked correctly at CERN for the last 10 years)

Relations with Management (2)

- Standing Concertation Committee (SCC)
 - 5 members each side
 - monthly half-day meetings (more if needed)
 - strives to arrive at consensus

- SCC sub-groups
 - address specific topics
 - variable representation on each side
 - meet as needed (weekly ... each semester)

Relations with Management (3)

- **Management board (DG/Directors/Division Leaders)**
 - discuss overall policy & operations
 - three staff representatives as observers
 - monthly meetings

- **Divisional management meetings**
 - discuss divisional operations, policy execution
 - one staff representative as observer
 - weekly meetings

Joint organs

(1)

- Pension fund governing board (meets monthly)
 - Member States & Administration (2 & 3)
 - Staff Association & directly elected (1 & 4)
 - Pensioners participate as observers
 - Oversees Fund management
 - Proposes policy to CERN Council (via TREF)

- Health insurance board (meets 6 times a year)
 - Administration & Staff Association (4 & 4)
 - Oversees external manager
 - Proposes policy to SCC

Joint organs

(2)

- **Disciplinary, appeal, invalidity boards**
 - 1 each side + president from agreed upon list
 - meet whenever needed

- **Safety, training, research boards**

Relations with Member States (1)

- TREF (Tri-partite Employment Conditions Forum)
 - Tri-partite
 - ◆ Member States (1 Delegate each)
 - ◆ Staff Association (3 Delegates)
 - ◆ Administration (3 Delegates)
 - Allows in-depth, open, non-committal, and frank discussions (~ 6 full-day meetings per year)
 - Takes no decisions, but its recommendations are followed by FC and Council
 - ¾ of Member States attend all meetings

Relations with Member States (2)

- Cocktails
 - Delegations meet Staff of their nationality
 - All but 1-2 Member States always attend
 - Informal, in-depth discussions (2 evenings per year)
 - Better mutual understanding

- Bi-lateral discussions
 - Whenever needed

Communication

- Weekly Bulletin - Staff Association pages
 - Editorial
 - Information
 - Cultural activities

- Web site (world-wide accessible)

- Direct relations with the press
 - press releases, press conferences
 - press, radio & TV interviews
 - as impact grows so does risk !

Social & cultural activities

- Kindergarten (120 children, 22 staff, 600 kCHF)
- X-mas party for children
- Sustainable development projects fund
- Evening conferences
- Exhibitions
- Clubs (over 45 clubs, hundreds of members)

What works for us (1)

- Executive Committee cohesion
 - team formed by candidate(s) to presidency
 - team elected as such
- Regular interaction with the Staff
 - general staff meetings (2 to 4 a year + AGM)
 - divisional meetings (1 to 2 cycles a year)
 - as often as needed

What works for us (2)

- “*Concertation*” with Management
 - more than consultation, less than negotiation

- Direct interaction with Member States
 - TREF
 - cocktails
 - bi-lateral meetings

That's all folks !

For more information

- Visit our Web site: association.cern.ch
- Contact us: staff.association@cern.ch

