

CERN

Guarantees for Members of the personnel holding representative office

***Conference of the Staff Associations
of International Organizations
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CERN Rules and Regulations (1)

- **Relations with the personnel**

S VII 1.01 ■ Independently of the hierarchical channels, the relations between the Director-General and the personnel shall be established on an individual basis or on a collective basis with the staff Association as intermediary.

S VII 1.04 ■ The Staff Association shall be entitled to be represented in the various advisory bodies provided for in the Rules and Regulations.

S VII 1.05 ■ The Director-General shall ensure that the members of the personnel elected to the Staff Association Council and the officials of the association are allowed

- ◆ the time
- ◆ premises
- ◆ freedom of expression

S I 3.01 & 3.07

necessary for the performance of the duties of their office.

CERN Rules and Regulations (2)

- **Relations with the personnel**

S VII 1.06

- The tenure of elected office in the Staff Association shall have no effect on the career of the members of the personnel nor on any disciplinary measure affecting them. Staff representatives may not be dismissed

- ◆ For unsatisfactory service, nor as a result of a reduction of complement, nor owing to the suppression of a post without consultation of the Joint Appeal Board.

- ◆ For disciplinary reasons without prior consultation of the Joint Advisory Disciplinary Board

S VII 1.07

- General matters concerning the personnel shall be subject to discussion (concertation) between the DG and SA. A Standing Concertation Committee (SCC) shall be established for this purpose

S VII 1.08

- Any proposed measures of a general nature regarding the conditions of employment or association of members of the personnel shall be the subject of discussion within the SCC

CERN Rules and Regulations (3)

- Relevant Articles

Relations with the personnel

S VII 1.01, 04, 05, 06, 07, 08

Administrative
circular N0 13
Rev.2/10 - 1992

S I 3.01, 3.07

Subject to conditions

Lists & defines guarantees

Staff members holding representative office (1)

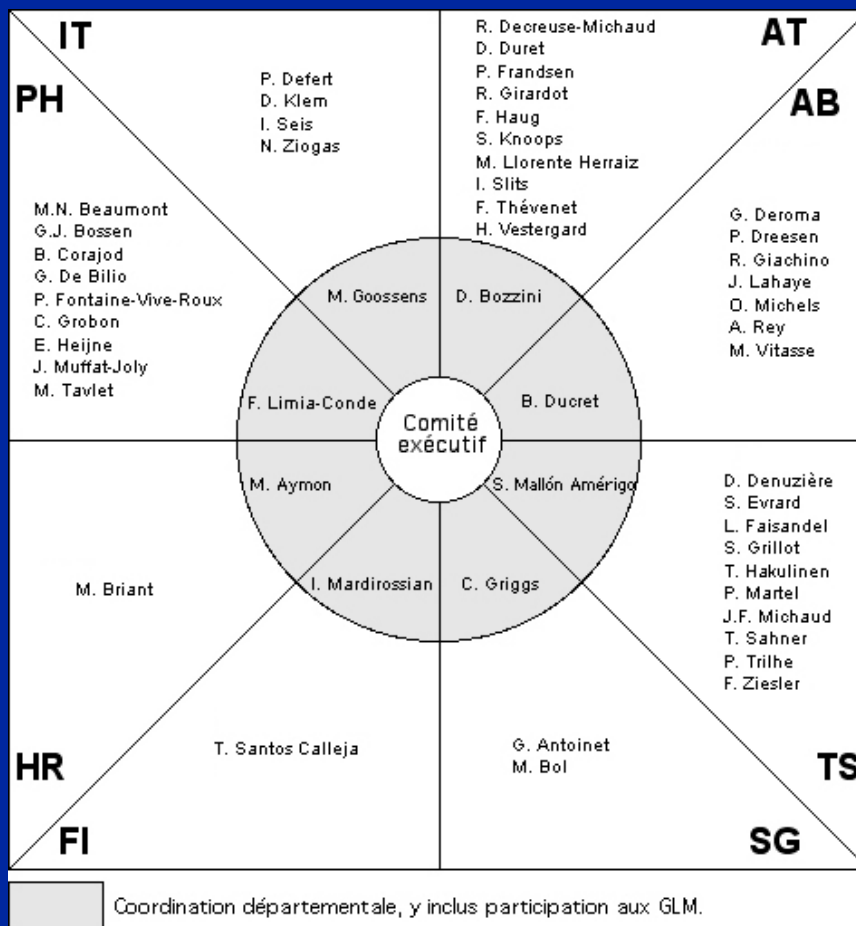
● Definitions

- Members of the personnel duly elected as representatives by the personnel in the various electoral groups
- Members of the personnel specifically designated to a given activity by the Association
- Elected members of the Governing Board of the CERN Pension Fund and their alternates

Administrative Circular 13

Staff members holding representative office (2)

- Staff representatives organisation

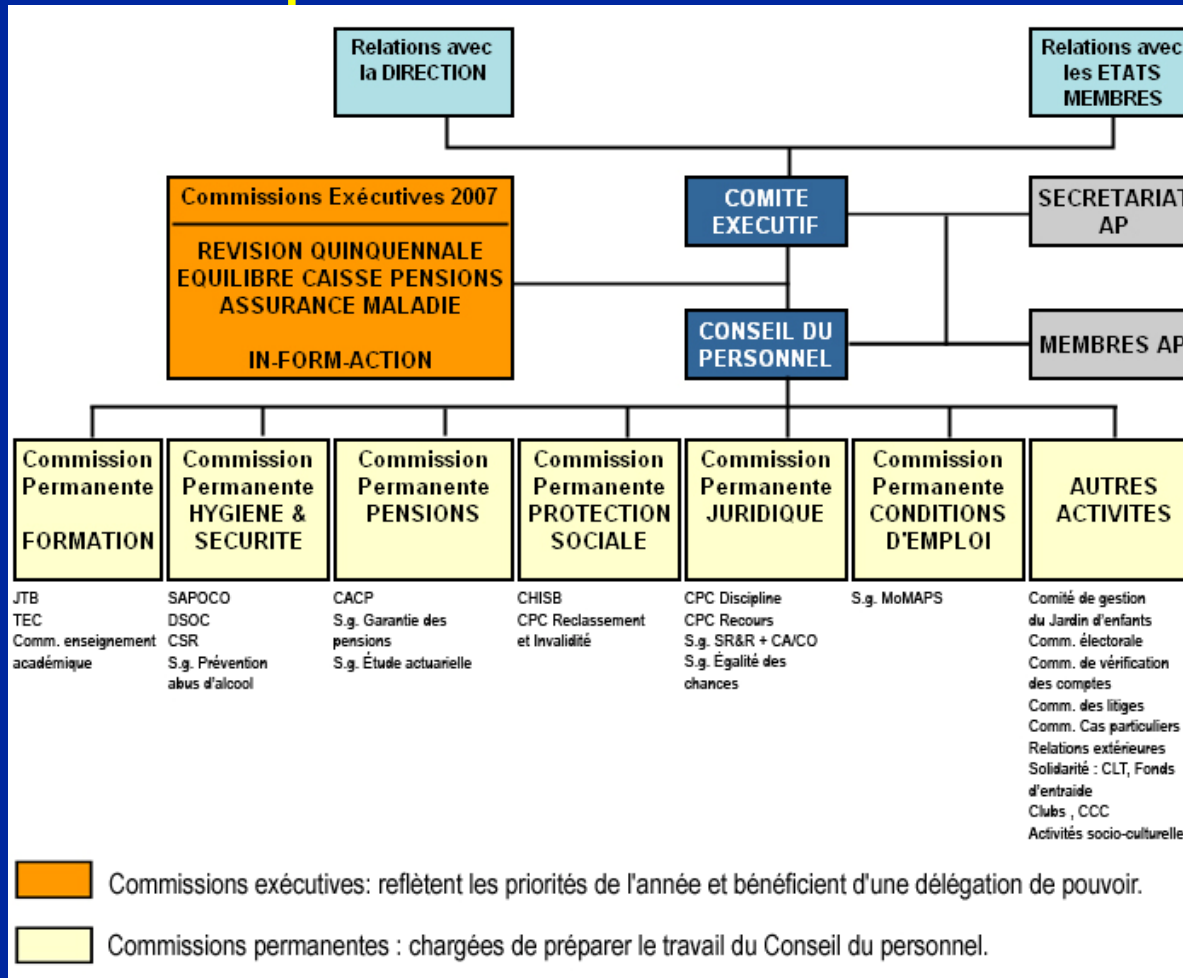


70 posts of delegate available

52 places actually occupied

Staff members deemed to be holding representative office (3)

Staff representatives activities



A lot of activities need a lot of delegates and a lot of time

Each delegate takes a small part of the work to be in line with Rules & Regulations

The CERN Staff association guarantees (1)

- Regarding time

- Two man-years (President & Vice-president)



- 350 hours per week are allocated to the representatives (who may spend up to 4 hours a week for contact with the group). Approximately 10 % of working time for each Staff representative.

- Any member of the personnel specifically designated to a given activity is free to attend meetings related to it

- A total of ninety man-days per year are available to the Association for the activities of its representatives outside CERN sites.

The CERN Staff association guarantees (2)

- Regarding premises
 - CERN provides the Association with suitable premises for its activities & for its Council meetings
 - ◆ One meeting room
 - ◆ One office for President & vice-Presidents
 - ◆ One large office for administrative assistants
 - ◆ One small archive room
 - Premises will be provided for general meetings of the personnel



The CERN Staff association guarantees (3)

● Regarding freedom of expression



- Space was available to the Staff Association in the weekly Bulletin

Now two separate publications from March 2006



- The Association is free to compile and publish the minutes of its meetings, its brochures, its own journal and its “Information Flashes”



- Other publications are subject to prior authorization by the Director-General after consultation (if necessary) of the SCC



- All these documents are printed and circulated by CERN services.



- Notice boards are provided for the Association’s use



- The Association may use the public address system to give notice of any change of programme.

The CERN Staff association guarantees (4)

● Other guarantees

- The fact of belonging to or of having belonged to one of the categories (see) shall not be prejudicial to a member of the personnel in disciplinary matters
- Before a Staff Representative is dismissed for “other specified reasons related to the exercise of his functions”
- Before a Staff Representative is dismissed as a result of the suppression of a post or a reduction of the staff complement decided by the CERN Council



DG shall consult the Joint Appeals Board

This procedure is also valid for members who have relinquished their office within the previous twelve months

The CERN Staff association guarantees (5)

● Other guarantees



- Accidents occurring on the CERN site in the course of activities on behalf of the Staff Association shall be deemed to have taken place in the course of duty.



- The same applies to accidents occurring during journeys made on behalf of the Staff Association, provided that such journeys have received the prior authorization of its President

GB Members of the CERN PF

guarantees

- **Regarding time**



- Elected members & their alternates are granted the time required to attend meetings of PF & WG and for related training activities within an **overall limit of 150 hours per year and per person** for all these activities taken together.



- By analogy the other guarantees specified for the Staff Association representatives are applicable to the elected members of the PF.

From 1st October 2007 Staff Reps to PF are nominated by Staff Association



? With these guarantees

Conclusions

- CERN Staff Association is clearly defined in the CERN Rules & Regulations as a part of the Organization
- Overall guarantees are correct regarding the number of delegates and work to do
- SA has negotiated for the PF representatives 20 % of working time dedicated to this activity (600 hours)
- Management would like to discuss again the content of AC 13. **Be Careful**

END

I am available for any questions or further information

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