



WHAT FUTURE FOR CERN? WHAT FUTURE FOR ALL MEMBERS OF PERSONNEL?

The Staff Association considers that there are multiple attacks on all categories of personnel, mainly:

- **The endangerment of the international character of the Organisation:** the Management has expressed the intention to include the 3-4-5 benchmark jobs in the local salary survey and no longer in international, the SA maintains its firm opposition to this measure!
- **CERN's mission as a User-host laboratory** is becoming increasingly constrained: deterioration of the conditions of collaboration for our Users colleagues.
- **The constant decline in the attractiveness of the Organisation**, i.e. its capacity to attract during recruitment (salary levels), retain and motivate the most expert personnel from ALL its Member States with the highest standard of integrity (dissuasive contract and career development policies).
- **The 5YR** : a biased comparison results report and no measures proposed to improve attractiveness and retention.
- **The degraded financial conditions offered to our young colleagues**, through the planned revision of the "Graduate programme, which foresees a devaluation of the fellow contracts.
- In addition to all this, we are concerned about the **Pension Fund** and the lack of concrete results in the **consolidation of our social protection system** (in case of dissolution of the Organisation or withdrawal of one or more of its Member States)

The Staff Association deplors the appearance of a constant spirit of consultation in disregard of the rule of concertation and recalls that concertation is not measured by the number of meetings, but by the capacity to build together a common position, in the best interest of the Organisation, the personnel and the Member States.

Given the failure of the concertation process so far, an action plan was unanimously decided by the Staff Council (including the principles of a resolution and a concerted work stoppage (CWS), with a request for mediation as a first step.

The Management accepted this process, which was conducted by an independent mediator and took place on 21 November. Although points of convergence have emerged, their implementation will be long and difficult and major points of divergence remain!

Get informed!

Come and take part in the public meeting that will take place on 2nd December at 10.30 a.m.
Where we will discuss all these issues!

