



# PROGRAMME PROPOSAL 2024-2025

Through the values we defend, the objectives we have and the means we rely on

*Association*

Take care of all the personnel in its diversity, whatever is its profession, grade, category of personnel, stage in career ...

# THANK YOU AND WELCOME TO ALL OF YOU !



## Staff Council 2024-2025

New delegates (22)		Reelected delegates (26)	
ALANDES PRADILLO	Maria	APOSTOLAKIS	John
ANGOLETTA	Maria Elena	BARBIN	Lucie
BATISTA LOPES	Joao	BOETTCHER	Oliver
BEJAR ALONSO	Isabel	BRAY	Rachel
BRILLAULT	Vincent	CAPATINA	Ofelia
DAVIS	Michael	CASS	Tony
DEL ROSSO	Antonella	EVARD	Sébastien
DELAMARE	Christophe	GASTAL	Martin
DUVAL	François	GRILLOT	Serge
ETHERIDGE	John	GROBON	Celine
FONTAINE	Mathieu Emmanuel	HRISTOV	Peter
GASCON	Jose Carlos	LAHAYE	Joel
GERARD	Delphine	LINDELL	Gunnar
GROSSIR	Athony	LUDWIG	Michael
HILLEMANNS	Hartmut	MARDIROSSIAN	Isabelle
JAUSSI	Michael	PARMA	Vittorio
JECKEL	Michael	PISELLI	Emiliano
QUAIN SOLIS	Lorcan	RAIMONDO	Alessandro
QUESADA RODRIGUEZ	Carlos	REY	Anthony
SCHAEFER	Christoph	ROSSI	Adriana
SCIBILE	Luigi	SCHUH-ERHARD	Silvia
VIGEN	Jens	SOLERO	Almudena
		VAUTHIER	Nicolas
		VIGNES-MAGNO	Antonella
		ZIOGAS	Nick
		DEROMA	Gianni

We would like to extend our warmest thanks to all the outgoing delegates who were not re-elected (Valentina, Flavio, Hiba, Corinne, Lynda, Nicolas, and Stephane), for their commitment and the important work they carried out, some of them over many years.

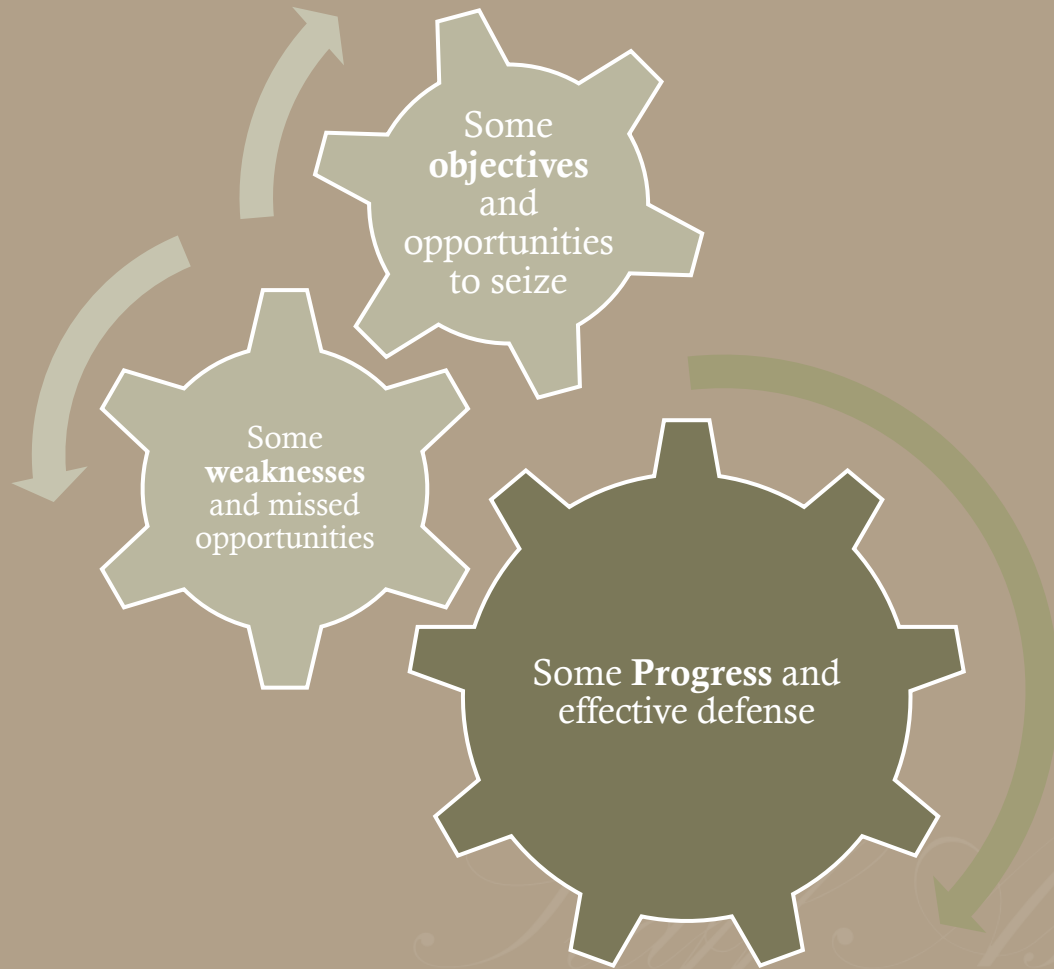
# THE VALUES WE DEFEND



- Promoting and defending the interests of the personnel whilst taking due account of those of the Organisation
- Helping to ensure the long-term future of the organisation
- Serving peace, science and humanity
- Personnel unity
- Personnel solidarity and mutuality
- Staff council unity

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# AFTER TWO MANDATES ...



Let's build a



*Association*

# Some Progress and effective defense

- Preservation of MERIT recognition and the annual salary index, despite the financial crisis announced by management, limiting staff efforts to a crisis levy over 12 months, offset by additional days off
- Large contribution to obtain budgetary efforts from member states to cope with the financial crisis
- Recognition by the CERN Council of acquired health insurance rights, even in the event of the organization's dissolution
- Recovery of SA contributions
- Preservation, despite attacks, of salary and social conditions during the last five-year review, as well as of the five-year review method
- Abandonment of management's intention to introduce the most drastic changes to the financial conditions of the graduate program
- Change of funding model for the Jardin des Particules day nursery and school, with a view to ensuring the structure's long-term future
- PTP scheme improvement
- Review of reduction factors in case of anticipated retirement
- Agreement on the issue of travel and preservation of home leave's conditions

# SOME WEAKNESSES AND MISSED OPPORTUNITIES

Dissatisfaction expressed by some CP delegates who feel they are not heard enough, and by some other colleagues

Leading some of them to consider themselves poorly represented by the SA

On the other hand, the CP has not gained in dynamism or in the expression of delegates, which was nonetheless almost unanimously demanded

This spring's call for a concerted work stoppage poorly understood

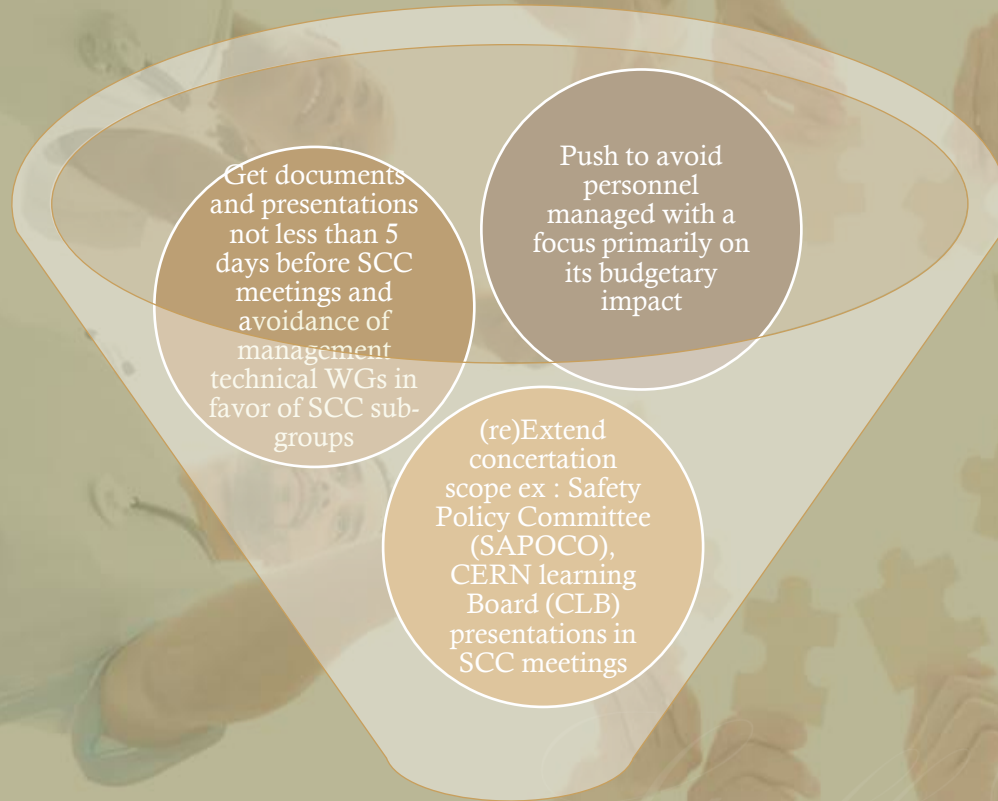
- While the threat of a concerted work stoppage had made it possible to obtain positive arbitration for staff from the DG at the end of 2022
- This spring there wasn't enough time to lead to a concerted work stoppage that was understood
- Although this action undoubtedly contributed to the Member States' decision to put their hands in their pockets, as it took place while they were at CERN

# SOME OBJECTIVES AND OPPORTUNITIES TO SEIZE

See the following slides

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# REINFORCE CONCERTATION PROCESS



It can work ! See last SCC and TREF meetings



Concertation always



# REINFORCE CONCERTATION PROCESS

1

## ANTICIPATED RETIREMENT – THE FACTORS

Year before retirement	Post 87			Post 2012		
	Current Factor	Revised Factor	Change	Current Factor	Revised Factor	Change
1	92.3%	94.7%	2.4%	93.5%	94.5%	1.0%
2	85.8%	89.9%	4.1%	87.6%	89.4%	1.8%
3	80.0%	85.4%	5.4%	82.3%	84.7%	2.4%
4	74.9%	81.2%	6.3%	77.5%	80.4%	2.9%
5	70.3%	77.3%	7.0%	73.0%	76.4%	3.4%
6	66.1%	73.7%	7.6%	69.0%	72.7%	3.7%
7	62.1%	70.4%	8.3%	65.2%	69.2%	4.0%
8	58.5%	67.2%	8.7%	61.7%	66.0%	4.3%
9	55.1%	64.3%	9.2%	58.5%	63.0%	4.5%
10	51.9%	61.5%	9.6%	55.5%	60.2%	4.7%
11	49.0%	58.9%	9.9%	52.8%	57.6%	4.8%
12	46.2%	56.4%	10.2%	50.2%	55.1%	4.9%
13	43.7%	54.1%	10.4%	47.8%	52.8%	5.0%
14	41.3%	51.9%	10.6%	45.6%	50.6%	5.0%
15	39.1%	49.9%	10.8%	43.5%	48.5%	5.0%

3

## LEAVE IN THE EVENT OF ILLNESS OF A CLOSE RELATIVE

R II 4.27  
Leave in the event of illness of a close relative

MPE

Employed members of the personnel shall be entitled to a maximum of seven calendar days of remunerated leave per year where:

- one of their close relatives is suffering from a serious illness, and
- the need for them to be with the relative concerned is substantiated by a medical certificate for any absence longer than three consecutive calendar days.

In the case of single parents, this leave shall be increased by five calendar days when it is granted in the event of serious illness of a dependent child.

2

### 2 Additional Periods Purchased – current

	Transfer in		Own Funds*	
	Eligibility	Rate	Eligibility	Rate
Less than 5 years' contract duration	Eligible	$(14.7\% / 22\%) \times \text{Ref Sal} \times \text{years}$	Eligible	$(14.7\% / 22\%) \times \text{Ref Sal} \times \text{years}$
Minimum 5 years' contract duration (distinction not made)	Eligible	$(14.7\% / 22\%) \times \text{Ref Sal} \times \text{years}$	Eligible	$(14.7\% / 22\%) \times \text{Ref Sal} \times \text{years}$
After a period of 12 months from award of IC	Eligible	$(14.7\% / 22\%) \times \text{Ref Sal} \times \text{years}$	Eligible	Age-based (formerly best estimate)

Note that in all cases AP purchases from Own Funds do not count as service, only membership. Therefore, one cannot achieve minimum service periods of eligibility through this option.



### 2 Additional Periods Purchased – proposed

	Transfer in (qualifying Pension Fund)		Own Funds	
	Eligibility	Rate	Eligibility	Rate
Less than 5 years' contract duration	Eligible	Age-based best estimate	Not eligible	n/a
Minimum 5 years' contract duration (distinction not made)	Eligible	Age-based best estimate	Eligible	Age-based best estimate
After a period of 12 months from award of IC	Eligibility and rates will merge with the newly recognised category of minimum 5 years contract duration			



# REINFORCE CONCERTATION PROCESS

4

Voluntary measure proposal:

- For IC only: possibility **to buy up to 8 slices**
- Slices 5-8 must be banked in the LTSLs
- Extension from current 440 days to 660 days of saved leave
- Cost : Full cost
- Up to 4 slices : same rules as currently

5

Voluntary measure proposal: **Commutation of pension**

- Up to 25 % of pension to be received can be exchanged in capital
- Cannot go below the minimum pension defined in PFRRs
- Spouse informed
- Implementation: after Tax impact analysis is understood and well communicated to Staff members

6

Voluntary measure proposal: **PTP**

- Family and child allowance at 100%
- ALL leave to be taken at the end
- Continued Pension Fund contribution (either 100% or proportional)
- All current participants in PTP would be offered to stay in current programme OR move to new one.
- Request for DG to approve programme for 4 years

			Current			New		
PTP			60%	70%	80%	60%	70%	80%
Allocation			0%	0%	0%	12%	8%	4%
Fam + child			60%	70%	80%	100%	100%	100%
Net p. month			51.2%	63.4%	75.6%	67.0%	74.1%	81.2%
Cost neutrality	108% G5	rep196% G3	-2.0	-1.6	-1.2	6.4	4.2	2.1
	100% G9+NR	rep193% G6	-7.9	-6.8	-5.6	1.0	-0.7	-2.5

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# 2022 SA PROPOSAL FOLLOW UP

The SA participation can only be conditional on the definition of a package of measures establishing the combined financial efforts of the personnel, the Organisation and its Member States

Ask management to study and implement promising technical savings measures proposed by the personnel as a priority, in order to limit the impact of the savings sought by the Organisation on the personnel budget and the physics

Postpone investments in new tertiary buildings, considering it more of a priority and fairer to focus on the renovation of existing buildings housing the vast majority of the Organisation's personnel

**Study and implement as soon as possible the partial and then full internal taxation of pensions paid by CERN**

- Continue discussions with Management
- To be included in FCC funding models
- Additional resources to be sold to MS & AMS

Carry out, within the limits of ILOAT 1791 and for the year 2023 only, a crisis deduction of 2.5% maximum on the basic salary, compensated by 5.5 days of leave to be taken on dates chosen by the Management in the exclusive interest of the Organisation

**To study, propose and encourage voluntary measures such as early departure package, gift of leave, number of additional SLS tranches etc. This list is not exhaustive through concertation process**

- Mutual agreement
- Doc PTP
- Commutation taxation

# INTERNAL JUSTICE

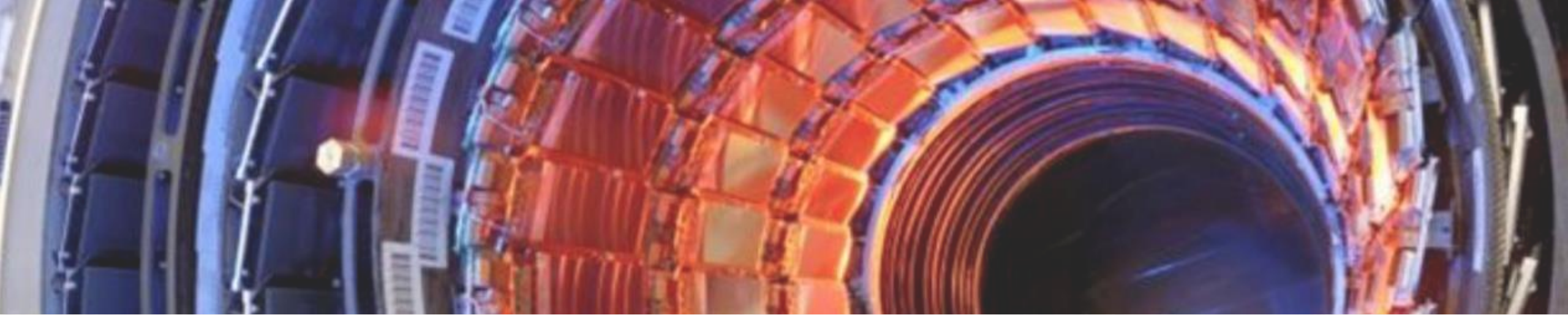
EXPERTS' REPORT "REVIEW OF THE INTERNAL JUSTICE SYSTEM AT CERN"

- Explore strengths and weaknesses of existing mechanisms at CERN
- Compare with state of the art and how internal justice is managed in other International Organisations
- Propose recommendations how to increase efficiency and effectiveness of CERN's mechanisms and strengthen their independence and professionalism

TO DATE, CERN 'CULTURE' HAS NOT BEEN EXCESSIVELY LITIGIOUS

- Informal channels of conflict resolution exist: Ombud/ HR Advisers/ Staff Association
- Relatively low cost and easy to access

Avoid more through concerted evolution – Failure to do so will only result in more litigation



# ASSOCIATED MEMBERS OF PERSONNEL EMPLOYED BY AN EXTERNAL INSTITUTE

## **SA expectations**

- COLA takes into account the 'taxation effect'
- Define a data collection methodology for reassessing subsistence and COLA allowances levels during the 5YR exercises
- Review cap and duration of COLA
- Clarify the definitions of an employment and collaboration contract wrt the national laws applicable in the home institutes
- Address the Users' situation @CERN by studying all its aspects including social coverage

# GUARANTEE OF PENSIONS AND HEALTH INSURANCE IN CASE OF DISSOLUTION OF THE ORGANISATION

- Since January 2023, CHIS benefits have been guaranteed by the Organization until the death of the last surviving beneficiary
- As with our pensions, we now need to ensure the continuity of our health insurance benefits
- This work is being undertaken by the SCC sub-group on the guarantee of pensions and now health insurance in the event of the withdrawal of one or more Member States or the dissolution of the Organization.
- After checking with the Swiss authorities, the idea of a foundation to manage both pensions and health insurance is probably not compatible with the Swiss legislative frame
- We will now be pushing the idea of an international entity to be defined, responsible for all aspects of the dissolution and management of our two social protection schemes.

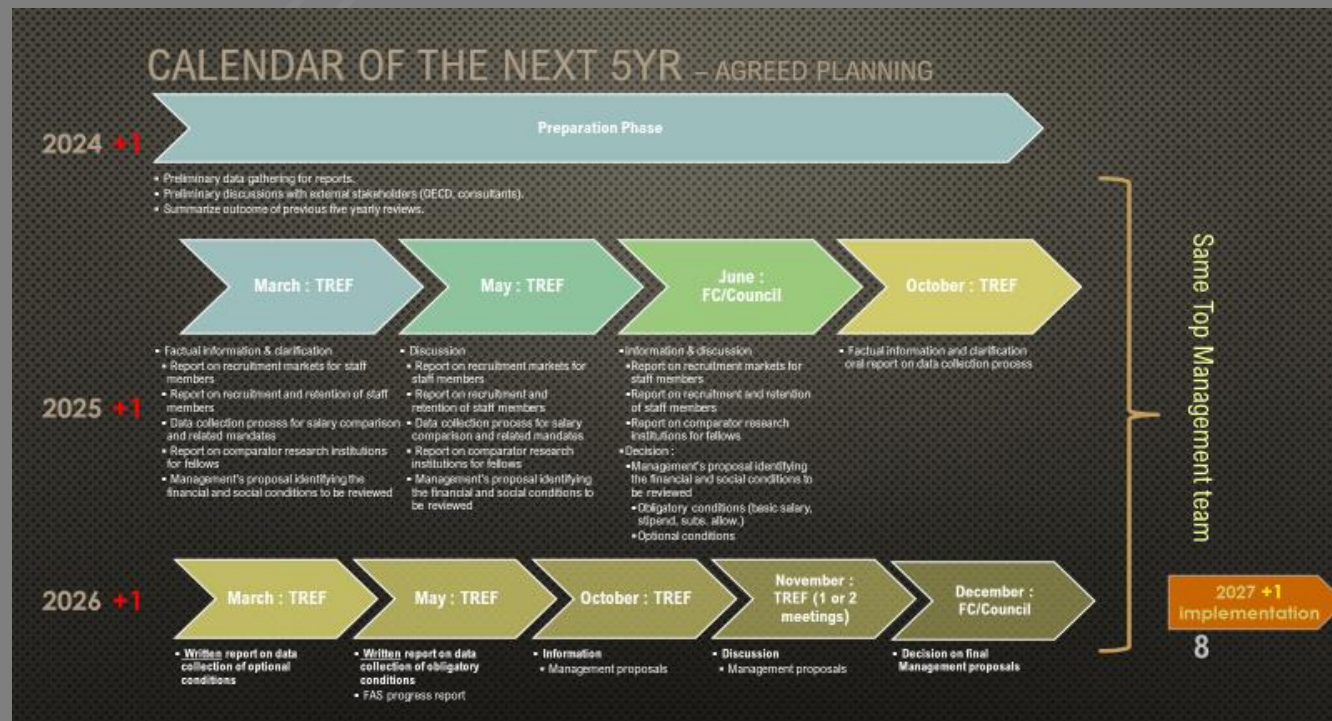
# IMPROVE ATTRACTIVENESS OF THE ORGANISATION : NEEDS TO BE ADDRESSED !

Next 5YR to be prepared, Post mortem to be formalised, first ideas on menu to be established

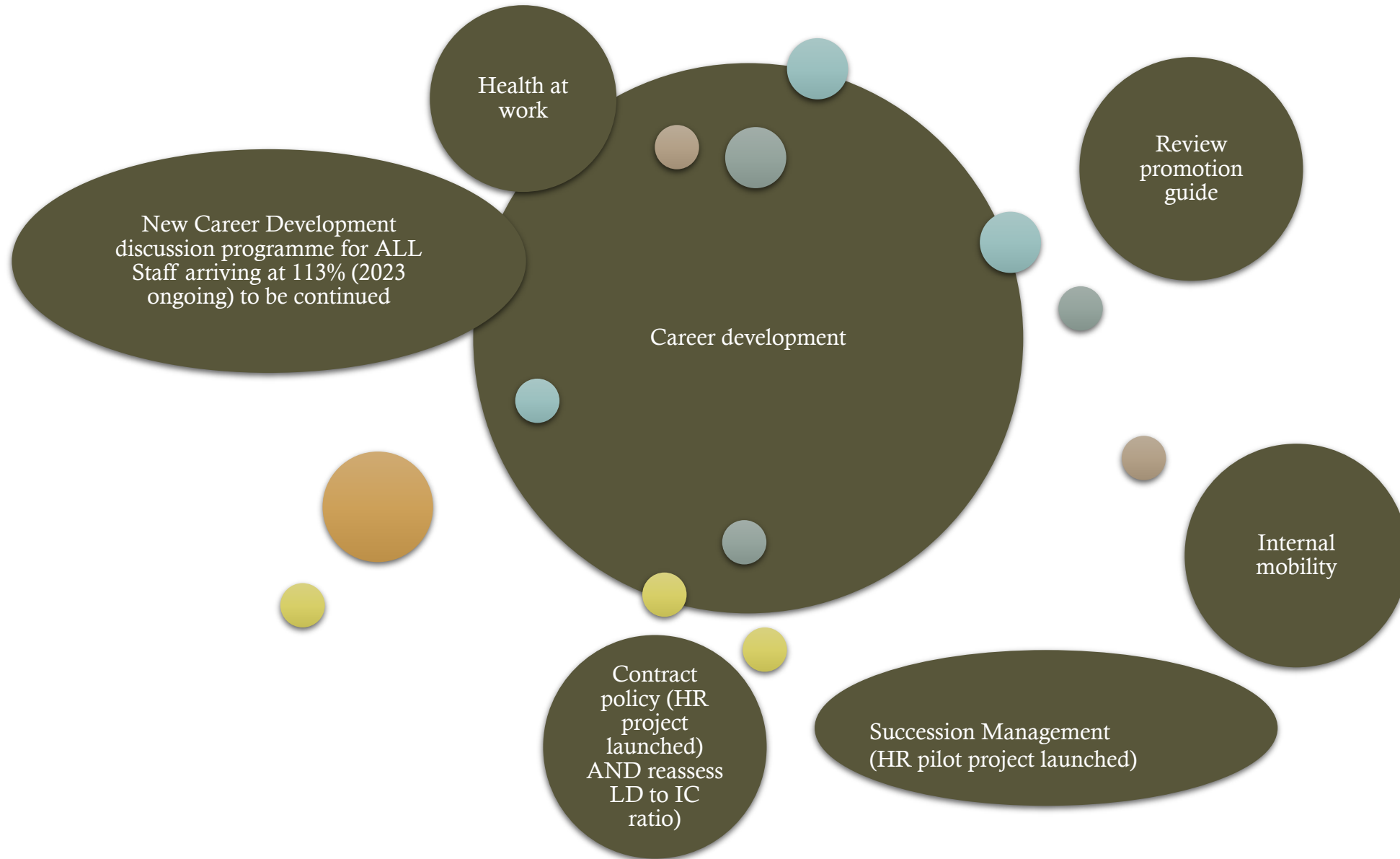
Q10: Au vu des conditions financières, sociales et d'emploi offertes aujourd'hui aux titulaires, le CERN arrivera-t-il à attirer de tous Etats membres les titulaires de la plus haute compétence et intégrité dont il a besoin?

Q11: Pour quelle raison cet objectif ne pourra pas être atteint?

	Nombre totaux	1er rang
politique contractuelle	425	264
manque d'attractivité dans l'évolution de carrière (avancement et promotions)	384	81
manque d'attractivité dans les conditions sociales	282	55
manque de visibilité concernant l'avenir de l'Organisation	272	22
problème lié à l'expatriation	250	27
politique familiale	203	8
âge de départ en retraite	181	4
autres	136	15



# Career development







Backlog of periodic examinations to be made up without affecting their quality

SA advocates for a team composed of staff

Occupational Doctor Must be the referent doctor inside and outside CERN

Avoid any conflict of interest

Special focus on mental health

Infirmaries could have a strengthened role and reinforce their support to all CERN community

Medical approach Can be a Risk based on activities but must also take care of special needs of the persons

Data privacy managed very carefully



### Our values

By enrolling your child in 'Jardin des Particules', you give them the opportunity to grow in a privileged and international environment.

Our educational program is oriented towards learning English, arranged extracurricular activities, awareness of Music, Nature and Science from the very early age.

Our educational team welcomes your child in a warm atmosphere and environment adapted to their needs to let them develop their potential, skills, and knowledge. The team ensures your child's wellbeing and safety.



### A quality framework

A new and secure building, dedicated to early childhood, easy to access, in a privileged environment at the heart of science and close to Nature.

**CALENDAR**  
Monday to Friday  
8 a.m. to 6 p.m.  
According to the school calendar of the Canton of Geneva

### Our Structure

#### Nursery (4 months to 4 years old)

We welcome your child with respect for their individuality and pace of development. Your child will develop in a space of creativity and conducive to discovery, experimentation, exchange, and games.

Attendance 2, 3, 5 days  
Mornings only for children from the age of 2

#### School (4 to 6 years old)

Your children are prepared to enter the Swiss and French school systems.  
The courses offered: Languages, Mathematics and Natural Science, Humanities and Social Sciences, Arts, Music, Body and Movement. English lessons in the mornings and afternoons.

Attendance 5 days

#### Summer camp (1 à 6 years old)

The nursery reception is only available for children enrolled in the structure.  
Open to all, from the age of 4

In July, enrolment on a weekly basis

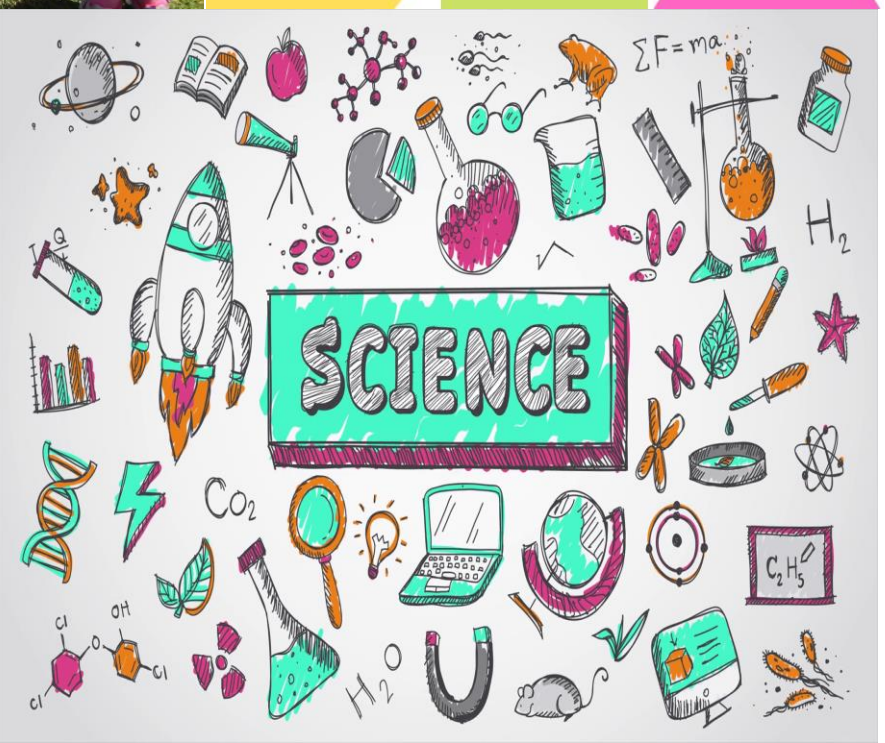
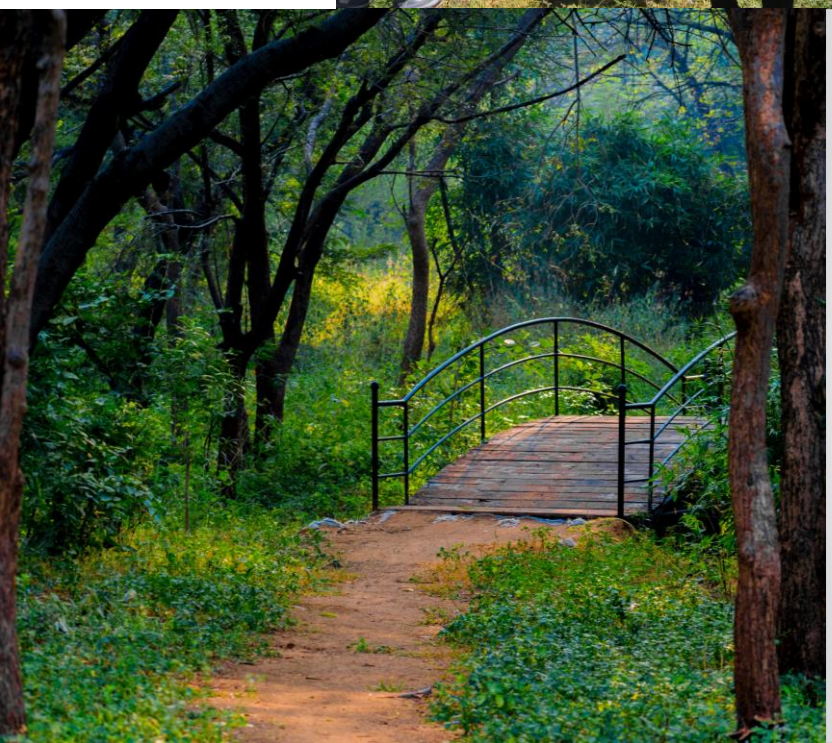
#### Occasional childcare (1 to 6 years old)

An occasional childcare on a weekly basis for children from the age of 1 and daily from the age of 2.

Weekly enrolments from the age of 1  
Daily enrolments from the age of 2

# JARDIN DES PARTICULES

- JDP is a 35 collaborator company
- SA wants to act as responsible employer
- SA acts on Management's request in the interest of CERN and CERN personnel, as a service of the Organization
- Business model developed
- Excellence in pedagogy coupled with science, nature, language and collaboration with clubs
- 8 babies and extended school education
- Finalize the plan to modify the JDP model to ensure its teaching quality and sustainability



# CLUBS

Clubs offer sports, leisure and cultural activities, thus enhancing non-professional relations between CERN staff members and facilitating integration of them and their families into the local area

The clubs are subsidised by the Association and the CERN Administration. They run under the supervision of the Staff Association through the [Clubs Coordinating Committee \(CCC\)](#), whose President and Staff Association representatives are appointed by the Staff Council.

The CCC is responsible for:

- liaising between the clubs and Staff Council,
- sharing out between the clubs the subsidies granted by the Staff Association and the Organization,
- checking the clubs' activities (examining their operating accounts and annual balance sheets),
- satisfying their needs (premises, etc.) as far as possible.

- Reassess the link between clubs and the SA
- Improve link between CCC and SC

# DIVERSITY PROGRAMME

## NOMINATE A SA DI OFFICER

Interface of the personnel and the Management and DIO to prepare some notes and proposals for the EC and SC

## LGBT CLUB

Understand the expectations and needs to help

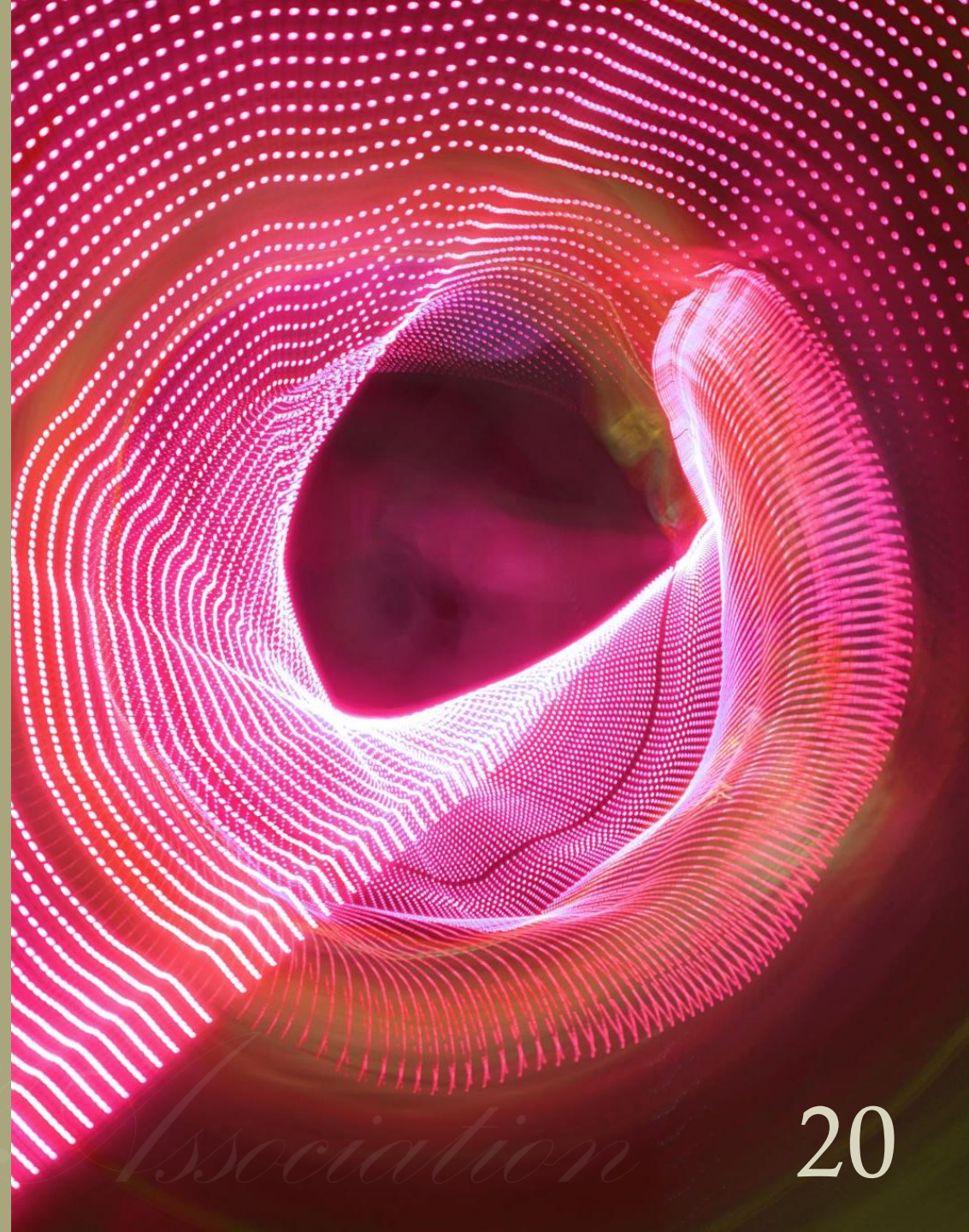
## NEURODIVERSITY

Focus on an action plan

## DISABLED PERSONS

Propose actions to improve the current situation

Be part of the 'round table' to give support to the CERN DI Officer





70<sup>TH</sup> ANNIVERSARY OF CERN IN 2024 –  
70<sup>TH</sup> ANNIVERSARY OF THE SA IN 2025

Get a core team preparing this event

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THE **MEANS** WE  
RELY ON ...

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# A NEW STAFF COUNCIL

## New Staff Council - 2024-2025 mandate Nouveau Conseil du personnel – mandat 2024-2025

	Departments				
	BE / ATS	EN	SY	TE	DG / PF / IR
Groupe/ Group A <sup>1</sup>	- PISELLI Emiliano	- ETHERIDGE John - GRILLOT Serge - JECKEL Michael - LAHAYE Joel	- JAUSSI Michael - REY Anthony	- GERARD Delphine - VAUTHIER Nicolas	- SOLERO Almudena
Groupe/ Group B <sup>2</sup>	- BOETTCHER Oliver - LUDWIG Michael - SCHUH-ERHARD Silvia	- BEJAR ALONSO Isabel - CAPATINA Ofelia - EVRARD Sébastien	- ANGOLETTA Maria Elena - PARMA Vittorio - ROSSI Adriana	- SCIBILE Luigi	- BRAY Rachel - SCHAEFER Christoph
	HSE	FAP / HR	IPT / SCE	IT / RCS	EP / TH
Groupe/ Group A <sup>1</sup>	- LINDELL Gunnar	- BARBIN Lucie	- FONTAINE Mathieu Emmanuel	- GROSSIR Anthony	- GROBON Celine - VIGNES-MAGNO Antonella
Groupe/ Group B <sup>2</sup>	- DELAMARE Christophe - GASCON Jose Carlos	<i>Pas de candidat / no candidates</i>	- RAIMONDO Alessandro - ZIOGAS Nick	- ALANDES PRADILLO Maria - BRILLAULT Vincent - CASS Tony - DAVIS Michael - DEL ROSSO Antonella - DEROMIA Gianni - VIGEN Jens	- APOSTOLAKIS John - BATISTA LOPES Joao - DUVAL Francois - GASTAL Martin - HILLEMANNS Hartmut - HRISTOV Peter - MARDIROSIAN Isabelle
Boursiers / Nouveaux diplômés Fellows / Graduates	- QUAIN SOLIS <i>Lorcan</i>				
Membres du personnel associés (MPA) Associate members of personnel (MPA)	- QUESADA RODRIGUEZ Carlos				

A huge opportunity to improve the working together as a staff council and empowering the role of delegate to better serve the work and actions of the SA



# MEET THE SECRETARIAT !

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CATHERINE  
REGELBRUGGE

Accounting; Secretariat of the Executive Committee, Organization of elections to the Staff Council; Echo; Webmaster: website of the Staff Association, elections, consultations, referendum, CSAIO.



ALICE GURBANOV

Jardin des Particules : HR Administrative assistant, technical support and financial manager of the nursery and the school, in charge of communication and management committees



FIONA BRENUGAT

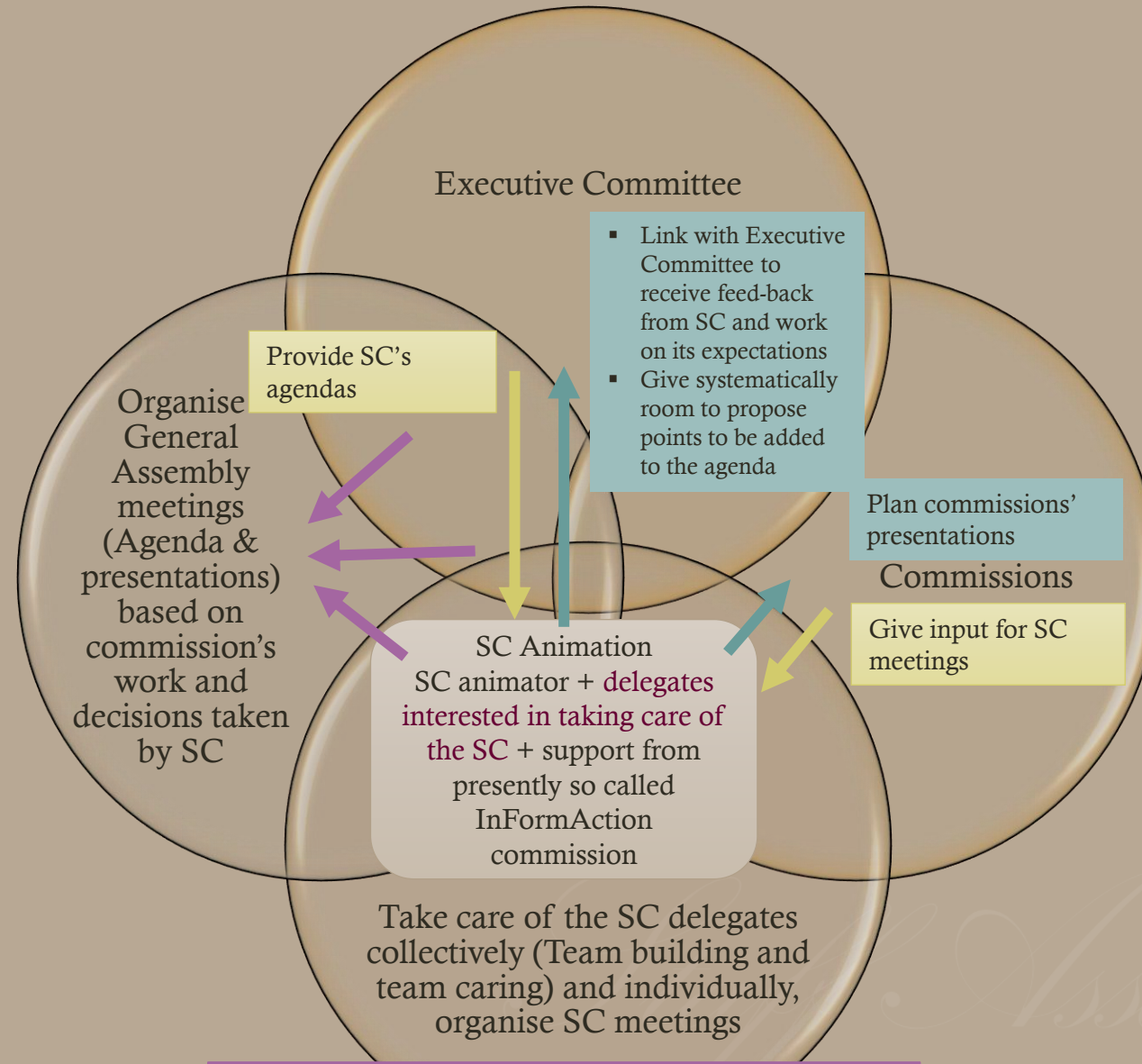
Staff Council Secretariat; Organization of ambassadors' cocktail, Echo, translations, Cultural activities: conferences, exhibitions, concerts, Christmas party for staff children

# REPRESENTATIVENESS OF THE SA AMONG ITS MEMBERS

- To be studied based on
  - HR statistics to ask per age, years of service, type of contract, categories of personnel, activities, grades
  - Profiles of the persons who answered to the SA questionnaire last year
- Keeping confidentiality, we only speak about ratios
- An action plan can be then defined based on dedicated articles in ECHO, meetings, questionnaires, use informal channels etc..

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# IMPROVE SC OPERATION



SC work, votes and expectations

# PROPOSALS – IMPROVE SC OPERATION

## **REGULAR " THEMATIC SESSIONS "** **(TOPICS PROPOSED BY THE EC AND** **SC)**

History of a subject (e.g. contract policy, merit recognition), the current situation (e.g. statistics, official reports), staff expectations (surveys and hearsay) and the expectations of the SC, all leading to possible proposals and/or requests to be put on the table of the SCC entrusted to an ad hoc working group of the SC or a commission

## **ASSISES AT THE BEGINNING OF THE** **MANDATE**

Overview of all subjects brought by the EC and the SC to define who works on which subject with the coordination of some delegates per thematic.

## **ASSISES ONE YEAR AFTER THE** **START OF THE MANDATE**

To review where we stand in term of strategy and actions

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# PROPOSALS – IMPROVE SC OPERATION

## **SC ANIMATOR**

Should be assigned the role of SC facilitator.  
Would be a regular guest at the EC.

## **DELEGATES**

- To reflect on how better be the link between the SA and the colleagues
- Reinforce availability to first hear individual cases and refer them to CAPA
- Campaign for SA membership

## **REGULAR COORDINATION MEETINGS WITH THE CHAIRS OF THE COMMISSIONS**

### **SC MEETINGS**

Call for applications to form a pool of SA observers and organize extended SCs involving them to receive live feedback

## **SC TEAM BUILDING AND CARING**

Would support the SC chair to ensure that all delegates can fulfil their mission in good conditions

## **DELEGATES TRAINING PLAN**

At a collective and individual level

## **REGULAR COORDINATION MEETINGS WITH THE DEPARTMENTAL DELEGATES**

### **SC MEETINGS**

Call for applications to form a pool of SA observers and organize extended SCs involving them to receive live feedback



# PROPOSALS – REVIEW INTERNAL PROCESSES

## ELECTIONS

The SC election should be reviewed to consider:

- The specific needs and constraints regarding the Graduate/Fellows and Associated colleges. Reinvent the current processes based on Graduate/Fellows feedback. Improve and motivate the representativity of all members of personnel.
- Detachment situations
- Possible vote not being a SA member at the opening of the vote
- SC renewed every two years ? Half every year ? Impact on the EC and President & vice-president(s)

The EC election, based on the current situation, should be:

- Rewrite to have a common and clear interpretation in any situation

5 December 2023

Names / Department	Roles
1 <b>Apostolakis John / EP</b>	Treasurer
2 <b>Brillault Vincent / IT</b>	EC member
3 <b>Evrard Sebastien / EN</b>	EC member
4 <b>Grillot Serge / EN</b>	Secretary
5 <b>Hristov Peter / EP</b>	EC member
6 <b>Jaussi Michael / SY</b>	EC member
7 <b>Lahaye Joel / EN</b>	Vice-president
8 <b>Mardirossian Isabelle / EP</b>	President
9 <b>Solero Almudena / IR</b>	Vice-president
10 <b>Ziogas Nick / IPT</b>	EC member

## SA 2024-2025 Executive Committee List Proposal





Thank you !

Questions ?