Programme Proposal 2024-2025

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

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

Some objectives and opportunities to seize

Some weaknesses and missed opportunities

Some Progress and effective defense

Let’s build a
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
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

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

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

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

Leading some of them to consider themselves poorly represented by the SA
SOME OBJECTIVES AND OPPORTUNITIES TO SEIZE

See the following slides
REINFORCE CONCERTATION PROCESS

Get documents and presentations not less than 5 days before SCC meetings and avoidance of management technical WGs in favor of SCC subgroups.

(re)Extend concertation scope ex: Safety Policy Committee (SAPOCO), CERN learning Board (CLB) presentations in SCC meetings.

Push to avoid personnel managed with a focus primarily on its budgetary impact.

It can work! See last SCC and TREF meetings.
LEAVE IN THE EVENT OF ILLNESS OF A CLOSE RELATIVE

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

a) one of their close relatives is suffering from a serious illness, and

b) 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.
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 LTLS
- 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

<table>
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<tr>
<th></th>
<th>Current</th>
<th>New</th>
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<tr>
<td>Allocation</td>
<td>60% 0%</td>
<td>80% 0%</td>
</tr>
<tr>
<td>Family + child</td>
<td>60% 70%</td>
<td>80% 70%</td>
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<tr>
<td>Net p. month</td>
<td>71.2% 62.4%</td>
<td>75.8% 74.1%</td>
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<tr>
<td>Cost neutrality</td>
<td>1.0% 6.8%</td>
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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.

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Q10: Au vu des conditions financières, sociales et d'emploi offertes aujourd'hui aux titulaires, le CERN arrivera-t-il à attirer de tous États 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?

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<tr>
<th>politiques contractuelles</th>
<th>Nombre total</th>
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Career development

- New Career Development discussion programme for ALL Staff arriving at 113% (2023 ongoing) to be continued
- Health at work
- Review promotion guide
- Internal mobility
- Contract policy (HR project launched) AND reassess LD to IC ratio
- Succession Management (HR pilot project launched)

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

SA advocate 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

Infirmary 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

MEDICAL SERVICE – SA POSITION
JARDIN DES PARTICULES

▪ JDP is a 35 collaborator company
▪ SA acts as responsible employer as a service of the Organization
▪ SA wants to act as responsible employer in the interest of CERN and CERN personal,
▪ 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
IN VIEW OF A FUTURE CERN PROJECT ...

Prepare first SA thoughts about an HR policy
70TH ANNIVERSARY OF CERN IN 2024 – 70TH ANNIVERSARY OF THE SA IN 2025

Get a core team preparing this event
THE **MEANS** WE RELY ON ...
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!

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 GURBANOVA
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.
IMPROVE SC OPERATION

Executive Committee

- Link with Executive Committee to receive feedback from SC and work on its expectations
- Give systematically room to propose points to be added to the agenda

Commissions

Plan commissions’ presentations
Give input for SC meetings

SC Animation
SC animator + delegates interested in taking care of the SC + support from presently so called InFormAction commission

Organise General Assembly meetings (Agenda & presentations) based on commission’s work and decisions taken by SC

Provide SC’s agendas

Take care of the SC delegates collectively (Team building and team caring) and individually, organise SC meetings

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.
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 – COMMUNICATION

PROTON : FUTURE OF CERN
Following the success of the first special Proton on possible strategies for securing the Organization's future, we propose to organize a new Proton open to other eminent contributors.

COMMUNICATION POLICY
To work with the CERN communication team to build up an improved communication strategy

INFORMATION
Organize departmental and group briefings by departmental/group delegates

SYMPOSIUM
Within two years – Open to all the personnel

ECHO CHIEF EDITOR
To guarantee the number and quality of the articles
Work with the secretariat for the format and design

MORE REGULAR GENERAL QUESTIONNAIRES AND SHORT ONES ON SPECIFIC ITEMS
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
<table>
<thead>
<tr>
<th>Names / Department</th>
<th>Roles</th>
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<tbody>
<tr>
<td>1 Apostolakis John / EP</td>
<td>Treasurer</td>
</tr>
<tr>
<td>2 Brillault Vincent / IT</td>
<td>EC member</td>
</tr>
<tr>
<td>3 Evrard Sebastien / EN</td>
<td>EC member</td>
</tr>
<tr>
<td>4 Grillot Serge / EN</td>
<td>Secretary</td>
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<td>9 Solero Almudena / IR</td>
<td>Vice-president</td>
</tr>
<tr>
<td>10 Ziogas Nick / IPT</td>
<td>EC member</td>
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Thank you!

Questions?