



RULES FOR THE ELECTION OF CERN STAFF DELEGATES TO STAFF COUNCIL

GENERAL POINTS

- R1** Elections to Staff Council are governed by Articles V.1.1. paragraph 2 [**number of delegates**], V.2.2 [**eligibility and length of mandate**] and V.2.3 [**election process**] of the Statutes of the CERN Staff Association (2023 edition).
- R2** In accordance with Article V.2.3, these rules, approved by the Staff Council on 1st August 2023, define the electoral colleges and the election process.
- R3** In accordance with Article VIII.1.2 (a), elections are organised by the Election Committee (hereinafter "Committee"), which is composed of polling officers appointed by the General Assembly (Article VIII.1.1).
- R4** For the purposes of Article VI.2.1, the newly-elected Staff Council shall take up its duties at the first meeting following the staff delegate elections.

TIMETABLE

- R5** The election timetable, setting out election deadlines and the number of seats to be filled in each electoral college, shall be published at least six weeks before the elections via the Staff Association's usual information channels (the Echo Bulletin, the web site, notice boards and so on.).
- R6** The election timetable shall specify, in particular, the deadline for the submission of candidate applications, the opening and closing dates for the vote and the date for the announcement of the results.

COMPOSITION OF THE ELECTORAL COLLEGES

- R7** In accordance with Article V.2.3, which seeks to guarantee a fair distribution of seats amongst the different organic units and categories of personnel as defined in Article S I 2.01 of the CERN Staff Rules and Regulation:
 - 01. for **ordinary members** of the Staff Association, as defined in Article II.1.1:
 - a. for staff members, two electoral college shall be defined for each department or group of departments within the same sector for groups of grade spans: Group A (1-2-3, 2-3-4, 3-4-5, 4-5-6) and Group B (6-7-8, 9-10);
 - b. there shall be a single electoral college for other employed members of the personnel;
 - 02. there shall be a single electoral college for **associated members** of the Staff Association.

CANDIDATES

- R8** Members of the Staff Association may present themselves as a candidate for election in the electoral college to which they belong by submitting a candidate application form declaring their personal commitment and motivation to the Staff Association secretariat by the deadline set out in the timetable.
- R9** Candidate forms shall be examined by the Committee (R16).



R10 During the vote, voters may consult the candidate forms of candidates for whom they may vote.

R11 The election will be organised as follows.

01. For delegates representing ordinary members, two votes shall take place:
 - a. an **electoral college vote** for which the electorate is those Staff Association ordinary members belonging to the college of the candidate; and
 - b. a **global vote** for which the electorate is all Staff Association ordinary members.
 - c. The number of seats to be filled in each of these votes shall be determined by the Committee within the deadlines set out in the timetable.
02. In the electoral college for associate members, a single vote shall take place.

R12 Candidates elected in an electoral college become Staff Council delegates and thus ineligible for election in a global vote if applicable. No distinction shall be made in the Staff Council between delegates elected in their electoral college and those elected in the global vote.

VOTERS

R13 All members of the Staff Association may vote (Article V.2.3.¹).

R14 The voting procedure shall be electronic.

01. **Ordinary members** may participate in two votes:
 - a. If there is a sufficient number of candidates in their college, a **vote by electoral college** in which they may select at most one of the candidates in the relevant college, and
 - b. a **global vote** in which they may choose a maximum of five candidates amongst all those standing for election.
 - c. If there is no candidate in their electoral college, there is only a global vote.
02. Unless there is no candidates, there shall be a single vote for **associate members** in which they may choose at most one of candidates of their electoral college.
03. The voting procedure shall inform voters about the number of seats to be filled and the list of candidates and provide access to the relevant candidate forms.

ELECTION COMMITTEE RESPONSIBILITIES

R15 Distribution of the seats to be filled

01. Colleges for the ordinary members
 - a. In accordance with the Statutes of the Staff Association, there shall be 47 seats for the representatives of **ordinary members**.
 - b. In order to ensure an equitable distribution of representatives across the different organic units and categories of personnel, the Commission may allocate at most half of these seats to the global vote.
 - c. There shall be 45 seats for colleges of staff members. After seeking the opinion of the Executive Committee, the number of seats for each electoral college shall be decided by the Committee taking into account the population of each college on



the 1st August of the year of the elections. To ensure that minorities are represented, the Commission shall allocate at least one seat to each electoral college.

d. There shall be 2 seats for the electoral college for **other employed members of the personnel.**

02. There shall be 3 seats for the college of **associate members** (Article V.1.1 paragraph 2)

R16 Determination of the validity of each candidature after the closing date for submission and before the start of the vote, by deciding on:

- a. the eligibility of the candidate (Article V.2.2) ;
- b. whether the deadline for the submission of applications has been respected (R6); and
- c. the conformity of the completed candidate form.

R17 Registration of the names of candidates:

- a. on the list of the electoral college to which they belong
- b. and, for ordinary members, on the global list of all candidates.

R18 If, in an electoral college for ordinary members, the number of candidates is fewer than the number of seats to be filled, adding the remaining to the number of seats available for the global vote.

R19 At the end of the votes, listing by number of votes received only those candidates having received, for the global vote at least three votes and, for the votes by electoral college, at least ten percent (10 %) of the expressed votes.

R20 Among this list of candidates:

- a. If the number of candidates is superior to the number of seats to be filled, those candidates having received the most votes shall be declared "elected" within the limit of available seats to be filled. Other candidates shall be declared "not elected". In the event of a tie, the polling officers shall draw lots to determine which candidate(s) shall be elected.
- b. If the number of candidates is not superior to the number of seats to be filled, all candidates shall be declared "elected".

R21 The Committee shall establish a reserve list containing the names of the candidates "not elected" after the global vote classified in order of votes received.

R22 In the event of the resignation (Article V.2.5), cancellation (Article V.2.6) or dismissal (Article V.2.7) of a delegate, the Committee shall call the candidate from the reserve list with the most votes to fill the vacant seat (interpretation of Article V.2.8. paragraph 1).