Staff Association
and links with Users

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ACCU Meeting – 5 June 2018
Staff vs. “Personnel”

- **Staff** Rules and Regulations = “Statut et Règlement du **Personnel**”

- **Staff** ( = “**Titulaires**”) is a sub-category of Employed Members of Personnel (MPE)

- Confusion :  Personnel = Staff ≠ Titulaires = Staff
Staff Association

- Staff Association = “Association du personnel”
- Staff Association is concerned with all members of personnel of CERN, including Users
- SA is a statutory body in the SR&R (Chapter VII)
- “Relations between the DG and the personnel shall be established either on an individual basis or on a collective basis with the SA as intermediary” (S VII 1.01)
Staff Association

• SA has concentrated its communication, concerns and actions towards “Titulaires”
• Some even claim that we concentrate too much on “personnel with IC contracts”
• SA wishes to match its basis with its statutory role and shall address all categories of personnel, MPE’s, including Fellows, and MPA’s, including Users.
Membership

• Fellows represent close to 25% of all MPE’s
  • Yet only a few percent of them are members of SA
  • And only 4 fellows are elected to the Staff Council (50)

• MPA’s are diverse : Students, Associates, Users
  • Very large number of Users
  • Some stay for long periods at CERN
  • Extremely low number of SA members

<table>
<thead>
<tr>
<th>Year</th>
<th>MPA’s</th>
<th>Users</th>
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<tbody>
<tr>
<td>2014</td>
<td>0</td>
<td>na</td>
</tr>
<tr>
<td>2015</td>
<td>5</td>
<td>na</td>
</tr>
<tr>
<td>2016</td>
<td>12</td>
<td>na</td>
</tr>
<tr>
<td>2017</td>
<td>24</td>
<td>na</td>
</tr>
<tr>
<td>2018</td>
<td>8</td>
<td>4</td>
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</tbody>
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Membership

Simple form to fill in at the SA Office or online

https://cern.service-now.com/service-portal/report-ticket.do?name=ap-membership&se=staff-association

- Staff Members (IC) 0.2% of the basic salary
- Staff Members (LD) fixed contribution fee of 50 CHF
- Fellow fixed contribution fee of 50 CHF
- Apprentices fixed contribution fee of 50 CHF
- Associated Members of the Personnel fixed contribution fee of 50 CHF

Can be revoked at any time, of course!
Staff Association

• To represent and defend the personnel at CERN
  • concertation process (collective)
  • “cas particuliers” : help and advice, support as needed

• But also to foster links between members of personnel and help with integration, at CERN and in the neighbourhood
  • Clubs
  • Commercial Offers
  • Crèche and School
Clubs

• Close to 50 clubs, most with specific activities or interests
• Financed by CERN and SA, through the SA
• All clubs exist and operate under the aegis of SA
• Global services provided by SA to Clubs
• Facilities provided by CERN, equipment paid by Clubs and/or SA.
Commercial Offers

• **SA negotiates commercial offers with partners**
  
  • **Directly for Banks and Insurance**
    (validity for Users to be checked, eg “compte salaire”)
  
  • Through INTERFON for other offers
  
  • **Directly for cultural and sports activities** (Users are eligible)
    
    • FNAC, theaters, concerts
    
    • Evolution2

• Detailed presentation to come after a review
Crèche and School

• Has been operated by SA for over 50 years
• Small business : 40 employees, 130 children...
• SA is transitioning this structure towards a Swiss Foundation, in link with CERN
• Financing is a serious issue!
  • Costs are high in the Geneva area
  • Fees cannot be scaled down w/o extra subsidies
• Vision that we should accommodate children of Users, also for short periods...
ACCU and Staff Association

• Addressing Users’ needs and concerns is on our agenda, stemming from our Statutes
• Staff Association is represented at ACCU
• Users’ Office and SA Office are next to each other in Building 61
Staff Association and Users

- Review of commercial offers and advantages for users, and presentation to ACCU?
- Feedback from Users to the Staff Association?
  - Channel through ACCU and Users’ Services/Office
- Can we elaborate common approaches and projects, building on our respective strengths and networks?
In an nutshell...

• Users are also members of personnel
• The Staff Association must represent and defend all members of personnel
• Initiatives and efforts will be deployed with the help and through ACCU and Users’ Office

The floor is open; questions? Comments?