FINANCE COMMITTEE
Fifty-seventh Meeting
Geneva - 18 February, 1964

CERN PAY AND ALLOWANCES

Please find attached ANNEX III of document CERN/FC/670 "CERN Pay and Allowances", containing the views of the CERN staff on this question.
STAFF ASSOCIATION

4 February, 1964

Memorandum

To: The Director-General

From: G. Vanderhaeghe, President of the Staff Association

Re: Salary Increase

With reference to my letter of 17 January 1964 in which I brought to your notice the resolution unanimously adopted at the General Meeting of our Association on 14 January, 1964, I should like to submit, on behalf of the Staff Association Committee, the following comments:

1. While firmly restating a claim which they consider just and based on the practice followed up till now at CERN on the question of salaries, the staff fully understand the budgetary difficulties created by their claim under present conditions. They are accordingly grateful to the Finance Committee and the Council for having considered this claim at the December session and for having at once made arrangements for satisfying it.

2. The claim in question concerns the application to CERN salaries, with effect from 1 January, 1964, of 65% of the average rate of increase resulting from the recent review of the salaries of Swiss Federal Civil Servants as compared with their 1963 level. This simply amounts to taking account of the effect of this review on the CERN salary index, namely an increase of 2.6% according to the most recent information.

3. To take account of the fact that the adjustment of Swiss Federal salaries is back-dated to 1 April, 1963, it would be advisable to provide in addition for a compensatory increase.

4. The staff do not consider that there are at present any serious criticisms to be levelled at the existing CERN salary system (both index and scale), which was drawn up on a sound basis. They do, however, approve the Administration's initiative in making a thorough review of this system, in so far as this will lead to the correction of certain anomalies and the application of certain adjustments made necessary by developments in both the European and local labour markets since 1959. The Staff Association is willing to co-operate in the comparative studies that are contemplated, on the understanding that it will not be automatically bound to accept the conclusions reached.

G. Vanderhaeghe

cc: Mr. Hampton

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RESOLUTION

The Staff of CERN at an Extraordinary General Meeting on 14th January 1964:

1. NOTES that the action taken by the Staff Association Committee and the firm position adopted at the Extraordinary General Meeting on 11th December 1963 led to its just claims being considered by the Council;

2. REGRETS, however, that neither the Council nor the Finance Committee considered that it would serve any useful purpose to give a hearing to the Chairman of the Staff Association, in spite of the request made by the CERN Directorate to the Finance Committee;
   NOTES, nevertheless, that the Finance Committee's refusal was not a question of principle;
   RECALLS that in other international organizations it is common practice for the Staff Associations to communicate in various ways with the governing bodies;

3. NOTES with satisfaction that the Council has empowered the Finance Committee to reach an immediate decision at its next meeting on 18th February 1964, concerning an additional salary increase back-dated to 1st January 1964;
   EXPRESSES the wish that the percentage increase be the same for all grades;
   INSTRUCTS the Staff Association Committee to make a preliminary study of the Administration's proposals;

4. RENEWS its claim for the application of the CERN salary index in its entirety, within the shortest possible time and with retroactive effect to 1st January 1964, taking full account of all the increases for the year 1963 in the reference salaries on which the CERN index is based;
   POINTS OUT that the additional increases envisaged by the Administration are much less than the estimate adopted at the previous Extraordinary General Meeting;
   CONSIDERS that only the official figures, when they are received, should be taken into account for fixing the amount of the increase;
5. CONSIDERS that the proposed review of the salary system should not in any way interfere with the strict application of the index in its present form before the entry into force of a possible new system;

DECLARES that any other interpretation of the Council's decision to authorize such a review might be considered as a betrayal of confidence;

AUTHORIZES the Staff Association Committee to appoint a representative to the Working Party carrying out this review, provided that the representation is on a basis of equality;

6. DECIDES, notwithstanding the fact that the Council's decision may lead to a satisfactory settlement, to keep the situation under constant review;

AUTHORIZES the Staff Association Committee to convene, if necessary, a further Extraordinary General Meeting on the salary question, even at very short notice;

7. INSTRUCTS the Staff Association Committee to present this resolution to the Director-General, requesting him to bring it to the notice of the Finance Committee before its next meeting on 18th February 1964.

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