



FLASH

1st June 2011

Say NO to the Diktat!

STAFF POLL from 9th to 16th June 2011

Dear Colleagues,

In the 2008 and 2009 surveys, you placed pensions as the top priority of the staff. Faced with a Pension Fund record deficit of two thousand million Swiss francs, two thousand of us showed our concern in a demonstration on 18th March 2010 beneath the windows of the Finance Committee meeting.

Following this mobilization in particular, a first set of measures was approved in December 2010, requiring the three parties to make an equal effort:

- an increase of the contribution rate from 30.88 % to 34 % for active staff members;
- a freeze on pensions, with a maximum individual loss of purchasing power of 8% for retired staff;
- an annual payment by the Organization of an exceptional contribution of 60 million Swiss francs until the Fund reaches full funding (foreseen in 30 years).

What remained was to define the conditions applicable to future staff and future retirees from 1st January 2012 onwards. At the end of June these should be finalized. Therefore, Management is drawing up its proposals:

- For our future colleagues, the Member States would like to impose a solution which dramatically downgrades their pension conditions and seriously reduces the Fund's revenue.
- For us, today's active staff, and tomorrow's retirees, it is a double penalty. Although we have accepted an increase in our contributions, we would not escape a loss of purchasing power of up to one month's income each year once we retire.

But there is even worse: **for the first time in fifteen years, true concertation was rendered impossible by a Diktat by CERN Council.** The voice of the staff was practically ignored. This is unacceptable and jeopardizes two fundamental principles of social dialogue: the mechanism of concertation and a search for consensus.

Is this an exception, or a radical change in direction, with the Member States taking a liking to making decisions on employment conditions without any concertation whatsoever? How then will the next five-yearly review turn out, which will begin in only two years? Will the Member States once again try and impose their conditions on the next Management? What will become of our allowances, salaries, health insurance? What effects on CERN's attractiveness, and the retention and excellence of its staff? What future for CERN?

We must say "NO to the Diktat" now. All staff must take large-scale action. We must show our opposition to these methods and our attachment to true social dialogue.

The Staff Association is organizing from 7 to 15 June staff meetings and a referendum.

In the referendum, we ask you to refuse the Diktat on pensions by the Member States, and to tell us if you will be at our side on Wednesday 22nd June, the day of the Finance Committee meeting, to say **"NO to the Diktat!"** and **"YES to real concertation"**.

Pensions: the Staff Association refuses the Diktat by the Member States

REFERENDUM

The electronic vote will be open from Thursday 9th June midday to Thursday 16th June midday.

Access via the Staff Association website: <http://association.cern.ch>

The results will be announced on Thursday 16th June in the afternoon.

VOTE AND GET OTHERS TO VOTE

Thank you all in advance for taking part in the vote.