

## **The Staff Council of CERN, meeting in an ordinary session on 16 June 2011,**

Having taken note:

- of the proposals of the Management – after arbitration by the Director-General on 9 June – concerning the second series of measures to re-establish full funding of the Pension Fund,
- and of the massive rejection of these proposals by the personnel as expressed in the referendum held from 9 to 16 June.

Considering that the CERN Council, in June 2010, had mandated the Management (CERN/2947) to:

- “*elaborate and propose a pension package for newly-recruited staff, taking into account increased life expectancy, pension policies in other international organizations and national pension systems in the CERN Member States, for application as of 1 January 2011 or as soon as feasible thereafter.*”
- enter into concertation with the Staff Association on the basis of the guidelines received from the *Advisory Group* of Council, for active staff members as well as for future recruits, in order to prepare its proposals.

Considering that the Staff Association:

- has on several occasions drawn the Management’s attention in vain to the measures it envisaged proposing, judging that these measures did not sufficiently take into account certain important aspects mentioned in its mandate, and, in particular, policies on pension matters currently in force in the Host States, as required by the Headquarters Agreements.

Considering that the Management, constrained by the Diktat of the CERN Council:

- proposes measures that deliberately place current staff and future recruits in a situation which is much less favourable than that of members of pension funds in other International Organizations,
- did not wait, even though being part of its mandate, to be in a position to take into account, in all its proposals, the conclusions of the actuaries – expected by December 2011 – conclusions which will be based on recent data concerning the life expectancy of a population comparable to that of CERN,
- proposes to decrease the Organization’s contribution from 22.67% to 17%, even though these data on life expectancy, which play a major part in simulations, have changed significantly with regard to those currently in use.

Noting that the Management by acting in this way:

- has not taken into account, as it should have, all elements relevant to the current pension discussions,
- has thus not prepared its recommendations in conformity with the mandate given by Council,
- has not shown sufficient determination in the defence of CERN staff,
- proposes as a consequence a set of measures which are not properly founded, which prejudice current staff members as future retirees, and future staff, putting in peril the excellence of the Organization, a situation which the Staff Association does not accept.

***Calls on all members of staff and fellows, and beneficiaries of the Pension Fund to participate in a protest on the morning of 22 June, the day of Finance Committee, in order to express their total disagreement with the proposals of the Management,***

***Calls on all personnel with an indefinite contract (IC) to also take part in a work stoppage on the morning of that same day,***

***Requests the Finance Committee and CERN Council to postpone all recommendations and decisions on pensions, whilst waiting for the Management to be able to act in conformity with the above mandate, at the end of a genuine concertation process – guarantor of long-term social peace – allowing all parties to fully assert their point of view and based upon the complete set of relevant elements of the issue under consideration.***