



bulletin



Week Monday 8 August

no 32/94

Semaine du lundi 8 août



Roy Billinge

1937 – 1994

Friends and colleagues mourn world-renowned accelerator physicist Roy Billinge, who died at his home on 31 July after a brief illness. Born in Buxton, England, Roy studied physics at King's College London and joined the staff of the UK Rutherford Laboratory in 1959, where he immediately became fascinated with building accelerators. Roy came to CERN in 1966, initially for a year, seconded to the '300 GeV project' (which went on to become the SPS). In 1967 he left for the US, spending four years helping to build the Fermilab accelerator. He completed the Fermilab 8 GeV Booster just in time to be recruited by John Adams to lead SPS magnet construction at CERN, at 33 becoming the youngest Group Leader in that team. Roy brought back to the Old World some of the spirit of adventure it had exported to the New, in particular a style of building a team into a close-knit family in which each member felt equally important. This became invaluable after the SPS was complete when he, together with Simon van der Meer, drew together diverse talents from all over CERN for the challenge of building the Antiproton Accumulator. Roy, always ready with a suggestion to resolve an unforeseen setback, made sure the AA worked in an incredibly short time, setting CERN on a firm course towards its now eminent position as a world Laboratory. For the next nine years (1982-90) he was Leader

Amis et collègues déplorent la disparition de Roy Billinge, physicien des accélérateurs de renommée mondiale, décédé à son domicile le 31 juillet après d'une brève maladie. Né à Buxton, Royaume-Uni, Roy étudia la physique au King's College de Londres et fut engagé en 1959 au Laboratoire Rutherford où il se passionna immédiatement pour la construction des accélérateurs. Roy arriva au CERN en 1966, initialement pour une année, et fut détaché au "projet 300 GeV" (qui devait devenir par la suite le SPS). En 1967, il partit aux États-Unis d'Amérique, où il contribua pendant quatre ans à la construction de l'accélérateur du Laboratoire Fermi. Il acheva la réalisation du synchrotron injecteur de 8 GeV de ce Laboratoire juste à temps pour être recruté par John Adams pour diriger la construction des aimants du SPS au CERN, devenant ainsi, à 33 ans, le plus jeune chef de groupe de cette équipe. Roy rapporta dans le Vieux Monde quelque chose de cet esprit d'aventure qu'il avait exporté vers le Nouveau, en particulier le talent de constituer une équipe sur le modèle d'une famille étroitement unie dont tous les membres se sentent également importants. Cette qualité s'avéra très précieuse après l'achèvement du SPS, quand, avec Simon van der Meer, il rassembla diverses compétences, prélevées dans tous les secteurs du CERN en vue de relever le défi de construire l'Accumulateur

of PS Division. With PS not the youngest CERN Division and in danger of being overshadowed by more glamorous new ventures, Roy ensured that the PS nevertheless had an increasingly important role to play as the kingpin of CERN's unique interlinked particle beam system. In his remarkable mastery of humane and effective leadership, the main ingredient was a concern to understand and satisfy the needs and ambitions of the team of scientists and engineers under his charge. His wide professional experience and his gift for finding clear solutions, mathematically correct yet practical and sound in engineering terms, earned everyone's respect. Following his term of office as Division Leader, he became an Associate Director of CERN, advising the Director General on the use of computers. He was also appointed to the Board of Overseers of the Superconducting Supercollider (SSC) in the US as Chairman of the SSC Machine Advisory Committee. His efforts in latter years to bring a larger community of nations, including the US, behind the construction of LHC have yet to be realized, but this will surely be his finest memorial.

His colleagues

d'antiprotons. Roy, jamais à court d'idées pour résoudre une difficulté imprévue, fit en sorte que le AA fonctionne en un temps incroyablement court, plaçant le CERN sur la bonne trajectoire vers son actuelle position éminente de laboratoire mondial. Durant les neuf années suivantes (1982-1990), il fut chef de la division PS. Loin d'être la plus récente du CERN, cette division risquait en outre de subir la concurrence de projets plus séduisants, mais Roy veilla à ce que le PS ait néanmoins un rôle de plus en plus important à jouer en tant que pièce maîtresse du système de faisceaux de particules interdépendants du CERN, qui n'a pas d'équivalent. Ses remarquables qualités d'organisateur et de meneur d'hommes reposaient principalement sur le souci de comprendre et de satisfaire les besoins et les ambitions des scientifiques et ingénieurs relevant de lui. Sa vaste expérience professionnelle et son don pour imaginer des solutions claires, mathématiquement justes mais aussi commodessur le plan technique, lui valurent le respect de tous. Au terme de son mandat de chef de division, il devint Directeur associé du CERN, chargé de conseiller le Directeur général sur l'utilisation des ordinateurs. Il fut aussi nommé au Conseil de surveillance du supercollisionneur supraconducteur (SSC) aux Etats-Unis, en qualité de président du Comité consultatif sur la machine SSC. Ses efforts, au cours des dernières années, pour mobiliser un grand nombre de pays, y compris les Etats-Unis, en vue de la construction du LHC ne se sont pas encore concrétisés mais telle sera certainement son action la plus mémorable.

Ses collègues

Following his wishes, Roy Billinge's family have asked that rather than send flowers, contributions be made to the Ligue Vaudoise Contre le Cancer (CCP 10-22260-0).

Selon ses souhaits, la famille de Roy Billinge demande de ne pas envoyer de fleurs mais de verser des dons à la Ligue vaudoise contre le cancer (CCP 10-22260-0).

SEMINARS

SEMINAIRES

Monday 8 August

PPE SEMINAR

at 16.30 hrs – Auditorium

Rapidity gaps between jets at D0

by Andrew BRANDT / FNAL

Results are presented from a study of events with a rapidity gap between jets. The D0 detector was used to examine these events produced by the Fermilab Tevatron $p\bar{p}$ collider at $\sqrt{s} = 1.8$ TeV. The fraction of events with an observed rapidity gap between the two highest transverse energy jets is measured as a function of the pseudorapidity separation between the jet edges. An upper limit at the 95% confidence level of 1.1% is placed on the fraction of events with no particles between the jets. Preliminary results from an analysis of multiplicity between the jets show a significant excess of events with low multiplicity which is qualitatively consistent with the exchange of a strongly interacting color singlet.

Wednesday 10 August

THEORETICAL SEMINAR

at 14.00 hrs – TH Conference Room

Character expansion: new tool for solving matrix models

by Vladimir KAZAKOV / ENS Paris

Character expansion appears to be a new and powerful tool to calculate various $N \times N$ matrix integrals in the large N limit. As a new example, the heat kernel on the unitary group will be reduced to a simple functional equation and recently found phase transition in continuous QCD₂ is re-analysed on this example. Another interesting example of an (in principle) solvable model is pure gravity with (curvature)² term. A possibility to apply these methods to the principal chiral field is discussed.

Thursday 11 August

CERN COLLOQUIUM

at 16.30 hrs – Auditorium*

Direct observations of microwave background anisotropy

by A.N. LASENBY / Cavendish Laboratory, Cambridge

The period since the first detection of statistical anisotropy by the COBE satellite has been an extremely fertile one for microwave background research, and has seen both the first detection of individual features (by the Tenerife experiment) and the extension to smaller angular scales (by the MAX and now CAT experiments). The talk will attempt to give a summary of these new experimental results together with a sketch of the theoretical context in which they do (or do not) fit.

* Tea & coffee will be served at 16.00 hrs.

Friday 12 August

MEETING ON PARTICLE PHYSICS PHENOMENOLOGY

at 14.00 hrs – TH Conference Room

Is the top quark really heavier than the W boson?

by George Wei-Shu HOU / National Taiwan Univ., Taipei, Taiwan

Scalar induced top decays may drastically suppress $B(t \rightarrow l\nu + jet)$ and still hide the top below M_W . The Tevatron experiments should enlarge the scope and study the m_t - $B(t \rightarrow l\nu j)$ plane, as well as signatures for specific models. Without ruling out these possibilities, top quark and toponium physics could still turn up at LEP-II.

EDUCATION
SERVICES
EDUCATIFS

SUMMER STUDENT LECTURES

This week

Monday 8 August	09.00	Particle Accelerators (6)	L. Rivkin
	10.05	TeV Linear Collider Studies at CERN	W. Wuensch
	11.10	---	---
Tuesday 9 August	09.00	CP Violation (1)	E. Auge
	10.05	The Large Hadron Collider	L. Evans
	11.10	Introduction to Supersymmetry	G. Giudice
Wednesday 10 August	09.00	CP Violation (2)	E. Auge
	10.05	Heavy Ion Physics at CERN: from SPS to LHC (1)	J. Schukraft
	11.10	Physics at Linear e ⁺ e ⁻ Colliders	F. Richard
Thursday 11 August	09.00	Heavy Ion Physics at CERN: from SPS to LHC (2)	J. Schukraft
	10.05	Lear Physics Overview	R. Landua
	11.10	Discovery of neutral currents at CERN	J. Steinberger
Friday 12 August	09.00	"Conservation Principles" and "Symmetries of Physical Laws"	Film
	10.05	---	---
	11.10	---	---

Next week

Monday 15 August	09.00	Off-line Computing from Raw Data to Physics Results (1)	J. Knobloch
	10.05	Student Session (1)	
	11.10	Student Session (2)	
Tuesday 16 August	09.00	Off-line Computing from Raw Data to Physics Results (2)	J. Knobloch
	10.05	The Isolde Program: Going Beyond Stardust	P. Van Duppen
	11.10	A Cosmology Primer (1)	A. Cohen
Wednesday 17 August	09.00	Off-line Computing from Raw Data to Physics Results (3)	J. Knobloch
	10.05	A Cosmology Primer (2)	A. Cohen
	11.10	----	----
Thursday 18 August	09.00	Course Review	---
	10.05	Course Review	---
	11.10	Course Review	---

While these lectures are prepared for Summer Students who are at CERN this summer, they are open to anyone at CERN. Many of these lectures treat topics at general level, so that they are a good opportunity for a staff member to find out more about something outside their daily work.

All lectures are given in English and held in the Auditorium. The complete programme (Word file) is available on the PE Division server :

- for PC users on the Novell network : attach to SRV1_PE as Guest
- for Mac users:
Appletalk zone PE Division
server SRV1_PE
username Guest
Chooser volume USR (folder Home>Guest>Summer)

Personnel Division
Tel. 4471

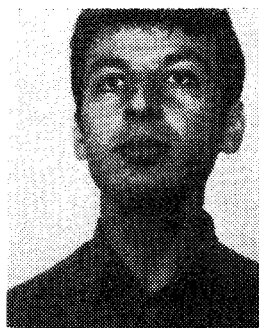
**INFORMATIONS
GENERALES
GENERAL INFORMATION**



Roy BILLINGE
1937–1994

Nous avons le regret d'annoncer le décès de Monsieur Roy BILLINGE, survenu le 31 juillet 1994. Monsieur Roy BILLINGE, né le 21 décembre 1937, travaillait à la Division AC et était au CERN depuis le 1^{er} juin 1971. Le Directeur général a envoyé un message de condoléances de la part du personnel du CERN.

Affaires sociales
Division du Personnel



Suleyman KARAKAS
1969–1994

We deeply regret to announce the sudden death of Suleyman Karakas. Studying at the Middle East Technical University, he had just finished his Master of Science. He came to CERN as one of this year's Summer Students, participating in the Chorus experiment in PPE Division. After his stay here he wanted to travel in Europe for several months before starting his PhD studies in the USA. In the few weeks that he was with us we got to know him as an ambitious and determined person full of plans and ideas.

1994 Summer Students
Coordinator Students/PE Div.

BUREAU DU COURRIER

Veuillez trouver ci-dessous un rappel des consignes de base et des services en matière de distribution du courrier:

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- Vérifier le libellé des adresses
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- Tout courrier privé doit être amené aux offices postaux des Pays Hôtes
- Ne pas oublier d'indiquer clairement l'expéditeur, pour faciliter la recherche lors d'éventuels retours du courrier (interne et externe)
- Ne pas oublier de mentionner la division pour le courrier à destination interne

Général

bât. 510/R-033 (entrée principale)
tél. 7553, ou E-mail : rigoni@cernvm.cern.ch
henri_rigoni@macmail.cern.ch
ou tél. 5414, ou E-mail : yvonne_hog@macmail.cern.ch

Courrier entrant

Concerne tout courrier en provenance de l'extérieur de l'Organisation (courrier normal, express, recommandé, colis non officiels).

bât. 510/R-021, 08h30 à 12h00 et de 13h30 à 16h30
tél. 2794 ou Courrier_Entrant@macmail.cern.ch

Courrier sortant

Concerne tout courrier partant pour l'extérieur (courrier normal, express, recommandé, colis officiels).

bât. 510/R-031, 08h00-12h00 et 13h30-17h00
tél. 5412 ou Courrier_Sortant@macmail.cern.ch

Tri, Distribution

Concerne la distribution interne de tout document.

bât. 510/R-011, 07h30-12h00 et 13h30-17h00
tél. 5413 ou Courrier_Tri@macmail.cern.ch ou Carpe@cernvm.cern.ch

Changements et recherche

Concerne lettres en souffrance et mouvements du personnel.

bât. 510/R-011, 08h00-12h00 et 13h30-17h00
tél. 5413 ou Courrier_Tri@macmail.cern.ch

Adressage

Concerne préparation d'expédition de documents et circulaires pour l'extérieur ou pour la distribution interne.

bât. 510/R-035, 08h00-12h00 et 13h30-17h00
tél. 2392 - 5411 ou Courrier_Adressage@macmail.cern.ch

Prévessin

Concerne tout courrier en provenance ou à destination de la France et toute distribution interne sur le site de Prévessin.

bât. 866 R-C01, 08h00-12h00 et 13h30-17h00
tél. 5353 ou thierry_chevret@macmail.cern.ch

MAIL OFFICE

Please find below a reminder of the basic procedures and services with regard to the distribution of mail:

- Use suitable envelopes for the type of despatch
- Check the addresses
- All mail sent outside CERN must be left unsealed
- All private mail must be taken to the post offices of the Host States
- Do not forget to give a clear return address in case mail cannot be delivered (both internal and outside mail)
- Do not forget to enter the Division for internal mail

General

bldg 510/R-033 (main entrance)
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henri_rigoni@macmail.cern.ch
or 5414, or E-mail: yvonne_hog@macmail.cern.ch

Incoming mail

Concerns all mail from outside the Organization (ordinary, express and registered mail, private parcels).

bldg 510/R-021 from 08.30 to 12.00 & from 13.30 to 16.30
tel. 2794 or Courrier_Entrant@macmail.cern.ch

Outgoing mail

Concerns all mail sent outside CERN (ordinary, express and registered mail, official parcels).

bldg 510/R-031, 08.00-12.00 and 13.30-17.00
tel. 5412 or Courrier_Sortant@macmail.cern.ch

Sorting, Distribution

Concerns the internal distribution of any document.

bldg 510/R-011, 07.30-12.00 and 13.30-17.00
tel. 5413 or Courrier_Tri@macmail.cern.ch or carpe@cernvm.cern.ch

Changes and searching

Concerns letters awaiting delivery and staff movements

bldg 510/R-011, 08.00-12.00 and 13.30-17.00
tel. 5413 or Courrier_Tri@macmail.cern.ch

Addressing

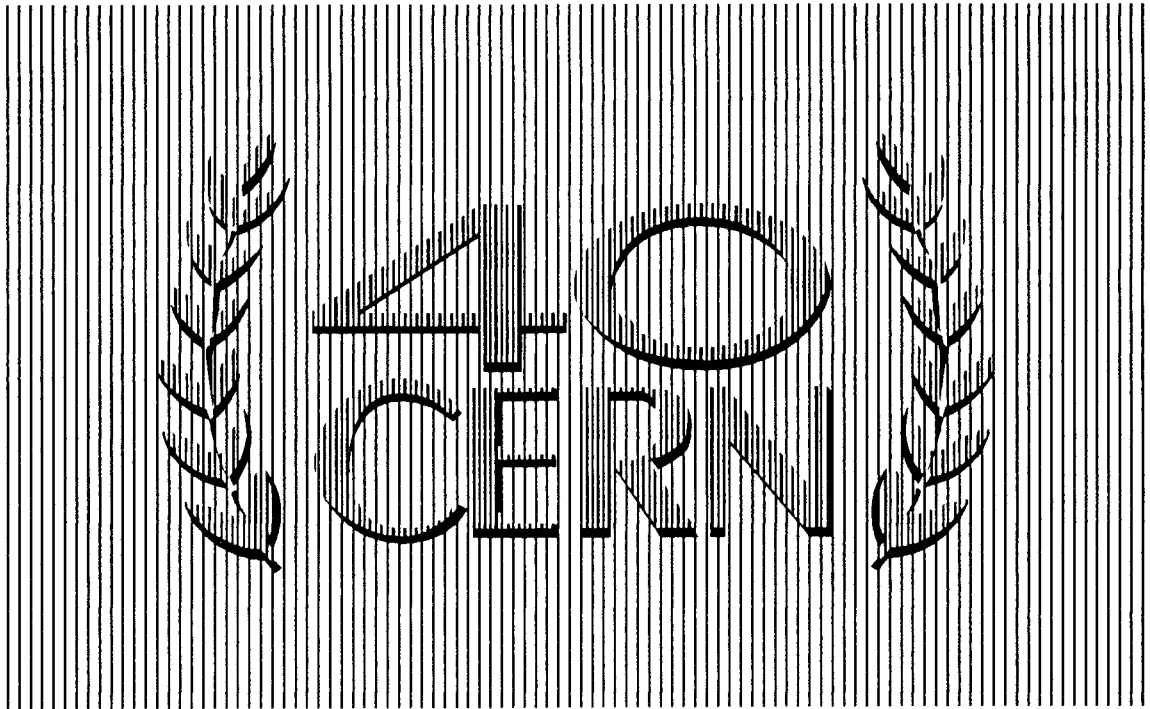
Concerns preparation of documents and circulars for despatch outside CERN or for internal distribution.

bldg 510/R-035, 08.00-12.00 and 13.30-17.00
tel. 2392-5411 or Courrier_Adressage@macmail.cern.ch

Prévessin

Concerns all mail from or to France and all internal distribution on the Prévessin grounds.

bldg 866/R-C01, 08.00-12.00 and 13.30-17.00
tel. 5353 or thierry_chevret@macmail.cern.ch



SAMEDI 17 SEPTEMBRE 1994

SATURDAY 17 SEPTEMBER 1994

Afin de calculer le nombre de repas de midi gratuits à préparer, les organisateurs aimeraient demander à toutes les personnes qui travaillent au CERN de bien vouloir communiquer à Ingrid Barnett (Barnett@cernvm.cern.ch, tél. 2757 entre 08.00 et 12.00 heures, ou de répondre au questionnaire ci-dessous) le nombre de membres de leur famille qui prendront part aux festivités.

Veuillez nous répondre avant le 5 septembre.

In order to calculate the number of free lunches to be prepared, the organizers should be grateful if each person working at CERN could communicate to Ingrid Barnett (Barnett@cernvm.cern.ch, tel. 2757, between 08.00 and 12.00 hours, or use the form below) the number of family members who will join in the festivities.

Please let us know by 5 September.

*Prière d'écrire lisiblement
et renvoyer à Ingrid Barnett / DSU*

*Please complete
and return to Ingrid Barnett / DSU*

Nom et prénom :

Name and first-name :

Division :

Division :

Je participerai à la journée du 40^e : ☐ oui ☐ non

I will come to the 40th party : ☐ yes ☐ no

Je serai accompagné(e) par _____ membres de ma famille

I will come with _____ family members

Je resterai pour le repas de midi ☐ oui ☐ non

I will stay for lunch ☐ yes ☐ no

INFORMATION

Association
du personnel
CERN

Staff
association
CERN

STAFF_ASSOCIATION@MACMAIL.CERN.CH

Original French 29 July 1994

JUDGEMENT N° 1368 OF THE INTERNATIONAL LABOUR ORGANISATION ADMINISTRATIVE TRIBUNAL (ILOAT)

Summary: after recalling the circumstances, there are some explanations about judgement n° 1368 of the ILOAT – and an attempt is made to answer the following questions: what will happen to the salary scales for 1993? – for the salary scales for 1994? – what are the possible consequences for the future? – In an annex, there is the calendar of the various appeals.

December 1992, decisions concerning indices for 1993

Following our publication in bulletin n° 30/94 of **21 July 1994** of the decisions of the ILOAT, many people have asked questions as to what it means and what will be the consequences.

To answer it is necessary to recall the circumstances leading up to the appeals and the judgement.

During the course of 1992, as each year, the Management prepared a document for Council on the “cost-variation indices”. This document included the proposal to adjust the salary scales.

The proposal of the Director General took into account the results of the method for the annual adjustment – which date from 1979 – and the results of the negotiations of the summer of 1990 resulting from the 1984–1989 5-yearly review¹: namely 3.39% corresponding to the increase in the Geneva cost-of-living plus 1.5% negotiated. This proposal had the full support of the Staff Association.

On 27 November 1992, the German and United Kingdom delegations wrote to the President of Council asking that the budget be frozen, due to economic difficulties in their countries and the

movement of the Swiss Franc against national currencies. They also asked that salaries be frozen².

On 9 December, a special meeting of the Standing Concertation Committee was held in which participated the members of the Directorate and the Staff Association Executive Committee. On the agenda were the above mentioned letters and a draft Protocol tabled by the Association³.

In this Protocol, the Staff Association asked for direct negotiations to be put in place on the various points, but the Director General stated that he did not have the power to sign the Protocol with the Association.

1 this did not stop the Organization, in its submissions to the Tribunal, pretending that the Council had completed the review as from December 1990.

2 an interesting detail: during the reference period, the real salaries (i.e. after taking into account inflation) of the national civil servants had increased by more than 3% for the German civil servants (which was contested by the German delegate even though the figure had been supplied by her Government) and more than 2% for the British civil servants.

3 the minutes of the meeting mention the Protocol, but not the letters from the German and United Kingdom delegations. Innocently the Staff Association approved the minutes, never dreaming that when the letters were attached to the appeals deposited before the Tribunal, the Organization would claim that the Association had obtained them illegally, and ask for them to be withdrawn. The complainants then had to produce the verbatim of the recording of the meeting to show they had acted in good faith.

On 16 December 1992, the Finance Committee examined the proposal of indexation made by the Director General, but did not approve it. That is why the Association repeated the contents of the Protocol in a letter to the President of Council of even date.

The Staff Association stated that it was prepared to prove its solidarity, its maturity and its sense of responsibility in accepting a “solidarity contribution” in a negotiated, not imposed, framework.

On 18 December 1992, the CERN Council examined the proposal of the Director General as well as the result of the discussions of the Finance Committee and Committee of Council. It remained deaf to the requests of the Staff Association for dialogue and choose to adopt a global index of the Personnel Budget of 2.4%.

But there are two indices concerning the personnel: the salary index and the global index of the Personnel Budget. In deciding upon the global index of the Personnel Budget, the Council omitted to decide upon the salary index, and we will return to this further on.

The President of the Staff Association protested during the meeting of the Council against this refusal of social dialogue as reported in bulletin n° 2/93 dated 11 January 1993.

Appeals n° 2

On 10 and 17 March 1993, M. Aymon, D. Ball and M. Borghini lodged internal appeals against the Council's general decision of 18 December 1992 and the individual decisions in their January 1993 pay slips. D. Ball and M. Borghini said they were appealing both as elected staff representatives and individually.

They asked the Director General to recalculate their basic salary, as from 1 January 1993, in conformity with the results of the 5-yearly review and the application of the method for adjusting annually salaries, as presented in the Management document referred to above. They asked for leave to go straight to the Tribunal, without convoking an internal Joint Advisory Appeals Board, if the appeal was rejected.

In other words, they asked that CERN respect its methods and procedures.

On 26 March 1993, the Director General authorised them to go directly to the ILOAT, implying that he had rejected their requests, but giving no reasons.

In June 1993, the Appeals (which we will call Appeals n° 2) were filed by the complainants, against which the Organization replied on 13 October 1993. The complaints had then to file a rejoinder to this reply.

In the meantime, the dismissal of Appeals n° 1 by judgement n° 1329 of the ILOAT

But, on 31 January 1994, the ILOAT delivered its judgement n° 1329 in which they rejected the previous appeals of D. Ball and M. Borghini (which we will call Appeals n° 1) concerning the adjustment of salaries for 1992: it considered that the negotiations of 1990 were only “negotiations” with the Director General which did not bind the CERN Council. We have already talked at length about this⁴.

In the arguments developed by the Organization against Appeals n° 1, it affirms that, each year, the Council decides the salary index and then deduces the expenditure for the following year – in other words, the Council first decides the index for salaries then that for the budget. Moreover, the Staff Rules state that it is the Council which determines and periodically reviews the remuneration scales.

Continuation of Appeals n° 2

In their Rejoinder of Appeals n° 2, the complainants have taken account of the arguments advanced by the Organization in Appeals n° 1 and of judgement n° 1329; they have argued in particular, the point that the Council, in December 1993, had omitted to fix the salary index.

Despite the reply by the Organization that this was current practice, which had gone unchallenged in the past, the Tribunal has upheld this argument and has judged that the pay scales for 1993 had not been set by the competent authority⁵ and hence lack any legal base.

The ILOAT decided that a new salary scale must be set lawfully by the CERN Council.

4 see bulletin n° 8 dated 21 February 1994.
5 but by the Director General who attributed an index of 2.46% to salaries whilst freezing family allowances.

Having thus decided, the Tribunal has not examined the other arguments developed by the complainants, which means, that at this stage, it has neither accepted or dismissed them.

Amongst the pleas, **the complainants emphasise that:**

the first component of the method of annual adjustment of salaries (the Geneva cost-of-living movement) is binding– *“The first component **shall be granted**⁶ in order to maintain the real value (purchasing power) of the agreed salaries”;*

the contested decisions compound a run of measures which have made their financial plight worse and so infringed their acquired rights.

In this connection, the **ILOAT recalls that**, in general,

“especially in times of change material evidence must include evidence on the general context in which the decision has been taken... A run of small amendments may offend against the whole spirit of the rules”.

This reminder is very important and could have consequences in the future. **The ILOAT has also noted that, in December 1992,**

“the focus of debate by the competent bodies [Finance Committee, Committee of Council] was not the “guide”⁷ but the financial plight of CERN and its membership”.

What will happen now?

The CERN Council must now establish the salary scales **for 1993** in accordance with the decision of the Tribunal. We do not know when it will do so, but, because the procedures must be repeated,

the Administration must apply the new decisions and as a consequence retroactively rectify our salaries **since 1 January 1993.**

Our future actions will obviously depend upon the new decisions. We will continue to insist upon the need for dialogue as well as the respecting of methods in force and vested rights. Perhaps this time we will be listened to, which would avoid new disputes.

Appeals n° 3

As far as the decisions on the salary index **for 1994** from which follow the salary scales for 1994, new internal appeals (Appeals n° 3) were lodged in **March 1994**, by G. Antoinet, M. Aymon, D. Ball and M. Borghini. The arguments presented for the moment, and which can be modified or completed, are, once again, that the methods and procedures in force have not been respected.

It remains moreover to see what conclusions the CERN Council draws from judgement n° 1368 concerning not only the **salary scales for 1993, but also those for 1994**, and if it takes decisions upon this subject in the near future.

In the meantime, we have **every reason** to believe that our salaries will continue to be paid according to the existing scales.

6 emphasis by the complainants.

7 this “guide” is the method for the annual adjustment of salaries.

ANNEX CALENDAR OF APPEALS

DATE	n°	ACTIONS
December 1991		decisions on indices for 1992
March 1992	1	internal appeals to the Director General
August 1992	1	internal appeals rejected by Director General
November 1992	1	appeals to ILOAT
December 1992		decisions on indices for 1993
March 1993	2	internal appeals to the Director General
March 1993	2	internal appeals rejected by Director General
April 1993	1	Reply of CERN
June 1993	1	Rejoinder to Reply of CERN
June 1993	2	appeals to ILOAT
September 1993	1	Surrejoinder of CERN in reply to Rejoinder
October 1993	2	Reply of CERN
December 1993		decisions on indices for 1994
January 1994	1	ILOAT judgement n° 1329: dismissed
February 1994	2	Rejoinder to Reply of CERN
March 1994	3	internal appeals to the Director General
April 1994	2	Surrejoinder of CERN in reply to Rejoinder
July 1994	2	ILOAT judgement n° 1368: partially succeeds

- n° 1 against the decisions of salary adjustments for 1992
- n° 2 against the decisions of salary adjustments for 1993
- n° 3 against the decisions of salary adjustments for 1994

* * * * *

CONSEIL DU PERSONNEL

La 342e réunion du CONSEIL du PERSONNEL aura lieu:

MARDI 9 AOÛT 1994, à 14h30
Salle du Conseil – Bâtiment principal, 1er étage

ORDRE DU JOUR

1. Élection du Président de séance
2. Adoption de l'ordre du jour
3. Approbation du procès-verbal de la 339e réunion du 28 juin
4. Activités du Comité exécutif: *caisse maladie, fumeurs-non-fumeurs, changements de filière, vacances de poste, Statuts de l'Association, etc.*
5. Jugement du TAOIT n° 1368 du 13 juillet
6. Révision des Statut et règlement du personnel et examen quinquennal des conditions d'emploi
7. Commissions internes: *création d'une commission MOAS*
8. Divers

Les réunions du Conseil du Personnel sont publiques et vous pouvez y assister.

CLUBS



MICROINFORMATIQUE

SOLDES D'ÉTÉ

Nous vous proposons jusqu'à la fin du mois de septembre (ou fin du stock) quelques suggestions pour compléter ou améliorer votre équipement informatique à des prix tels que nous ne pouvons pas les publier ici.

- **Claris Works 2.1** pour Mac ou Windows.
- **DateBook Pro + TouchBase Pro**, (agenda électronique de Aldus, N° 1 aux USA) en français ou anglais + **en cadeau** la mise à jour de FileMaker Pro pour Mac.
- **Newton** le petit frère du Mac, très pratique dans tous vos déplacements.
- **PageMaker 5.0**. Dès maintenant vous pouvez vous procurer ce performant logiciel d'édition et mise en page pour moins de mille (1000) francs. En version Mac ou PowerPC et dans différentes langues.

NOUVELLES APPLE

Un nouveau PowerBook a été annoncé le lundi 18 juillet 1994.

Le **PowerBook 150**: 68030 à 33 MHz avec un écran plus grand et niveaux de gris. Seulement 2.5 Kg et toute une série de logiciels pré-installés.

Le prix? ... Incroyable.

Disponibilité? ... Immédiate.

WORLD-WIDE WEB (OR WWW)

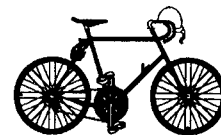
Un nouveau moyen d'information est mis à disposition des membres du Club.

Dans le CERN WWW vous cliquez sur "other News" et ensuite "CERN Clubs". Vous trouverez une entrée pour le CERN Micro Club avec les dernières informations.

NOTER: le Club sera ouvert à partir du lundi 8 août.

Association du personnel
32/94-08.08.94

VÉLO



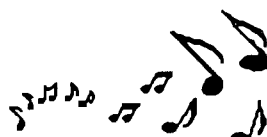
Prochaines sorties:

DIMANCHE 7 AOÛT: Traditionnel tour du Lac, départ à 6h00 du matin, piscine de Ferney Voltaire pour 184 kilomètres, repas au bord du Lac, prévoyez de l'argent de poche pour les fameux filets de perche!

SAMEDI 13 AOÛT: Au choix avec un départ soit à 9h00 soit à 14h00, piscine de Ferney Voltaire pour 54 kilomètres.

RAPPEL: Dimanche 18 septembre, le Club fêtera ses 15 ans de vie, à cette occasion un déplacement en car avec visites, spectacles de rapaces, repas et tout cela dans la bonne humeur, seront proposés. Cyclistes actuels, anciens, amis, collègues, famille, venez nous rejoindre. Inscriptions jusqu'au 15 Août. Renseignements auprès de Nicole, tél. 4788.

POUR INFO: Samedi 17 septembre, le CERN fêtera son 40ème Anniversaire, nous participerons en compagnie de nos amis cyclos d'Annemasse, alors réservez votre après-midi.



MUSICLUB

A l'occasion du 40ème Anniversaire du CERN, le Musicclub a le plaisir de communiquer la liste des concerts classiques qu'il organise dans le grand amphithéâtre:

- | | |
|-------|--|
| 13h00 | Récital de piano par
Vladislav MOURTAZINE |
| 16h00 | Récital de piano par
Marco FALOSI |
| 17h00 | Récital de chant par
Elizabeth MANELLI, soprano
Geza DUMA, piano |
| 17h45 | Récital de piano à 4 mains par
R. BUDDE et C. TAYLOR |
| 19h00 | Concert par le trio
Benedetta SIMONATI, piano
Klaus MAURER, violon
Denis GUY, violoncelle |
| 20h00 | Récital de flûte traversière par
Brigitte BUXTORF, flûte traversière
Daniel SPIEGELBERG, piano |

Renseignements: tél. 6665 ou 4852.

CROQUET



The Swiss team (Norman Eatough, Ian Sexton, Peter Payne and Dave Underhill) travelled to Dyffryn near Cardiff, playing a representative Welsh Croquet Association team on July 21st and 22nd. Result: Switzerland 11 – Wales 9.

On to Cheltenham in south-west England, where we took on a representative England team, obtaining a very digestible result, losing to a stronger side by only 12 – 8. Following last year's visits to CERN of these two teams, we were housed, wined and dined in suitable style, and enjoyed an exceedingly friendly four days in blazing sunshine.

There followed the Cheltenham July tournament week, one of the oldest and most popular events in England, held at a magnificent club boasting 10 lawns.

Results: Norman Eatough and Dave Underhill won the Handicap Doubles event, each carrying off, for a year, a splendid silver salver on which some famous names are engraved, including John Solomon, one of the best players in the history of the game. This was the first time any of the Cheltenham club's silverware has left the country. The match had a dramatic ending: with scores level, and the opponents' balls close together ready to score the winning point on time, Norman hit Dave's ball at 24 metres on our last turn, and ran the last hoop. The opponents obliged with a miss on their last turn and the match was won +1 on time.

In the Singles Handicap event, the joint winners scored 71 points after a full week's efforts under the same amazing blazing sun (apart from two short showers one day). Joint third were Peter Payne and Norman Eatough on 62, with Ian Sexton 5th on 61. The marauding Swiss came home well pleased.

Next international: Switzerland vs Jersey at CERN, August 20-21st.

The preliminary rounds of the 1994 Swiss championships are being played now on the CERN lawns. Come and watch!

New members will be made very welcome. Initiation sessions every Thursday from 17.40. Telephone 3333 for details.

CROQUET



Les 21 et 22 juillet, l'équipe suisse (Norman Eatough, Ian Sexton, Peter Payne et Dave Underhill) s'est déplacée à Dyffryn, près de Cardiff, pour jouer une équipe représentative de l'Association du Pays de Galles. Résultat: Suisse 11 – Galles 9.

Nous engageons ensuite l'Angleterre à Cheltenham, au sud-ouest de l'Angleterre, où nous obtenons un résultat digestible, ne perdant contre une formation plus forte que par 12 – 8. Suite à la visite au CERN l'année passée de ces deux équipes, nous étions logés et nourris comme il faut, et avons dégusté quatre jours excessivement amicaux sous un soleil éclatant.

Il s'en est suivi le tournoi de juillet de Cheltenham, une des manifestations les plus anciennes et populaires d'Angleterre, tenue à un club magnifique disposant de 10 gazons.

Résultats: Norman Eatough et Dave Underhill ont remporté le Double Handicap, en emportant chacun, pendant une année, un splendide plateau en argent, sur lequel sont gravés quelques noms célèbres, tels John Solomon, un des meilleurs joueurs de l'histoire du jeu. C'était la première fois qu'une pièce en argent du club de Cheltenham avait quitté le pays. Le match a connu une fin dramatique: avec le score à égalité, et les boules des adversaires bien placées pour faire le point décisif, Norman a touché la boule de Dave à 24 mètres lors de notre dernier tour puis a passé le dernier arceau. Les adversaires, lors de leur dernier tour, ont gentiment loupé et le match s'est gagné +1 'on time'.

Quant au Singles Handicap, deux joueurs sont arrivés à 71 points après des efforts qui dureraient une semaine entière sous le même soleil éclatant époustouflant (sauf deux averses un jour). Troisième ex-aequo: Peter Payne et Norman Eatough sur 62, cinquième Ian Sexton sur 61. Les Suisses maraudeurs sont rentrés bien contents.

Prochain match international: Suisse – Jersey au CERN les 20-21 août.

Les tours préliminaires des championnats suisses se jouent à présent sur les gazons du CERN. Venez les regarder!

Les nouveaux membres sont les bienvenus. Séance d'initiation tous les jeudi dès 17h40. Téléphoner au 3333.



CRICKET

Captain's 8 vs Vice Captain's 8 on 31 July

With the scheduled opposition (a Khosla XI) unable to field a team, an 8-a-side practice match was held. Selecting every other player on the list, the Captain and Vice Captain found themselves on opposite sides and hence it turned out to be the Captain's versus the Vice Captain's team. Electing to bat first, the Captain's team got off to a good start and at one stage the remaining six batsmen thought they might not be needed. Fortunately, Jon Cook retired "hurt" on 48 (he must have been thirsty) so all the batsmen eventually got a knock, and at the end of the allotted 28 overs reached 195 all out. Adam Cash also made 48 and Bruce King 35.

As all players, apart from the wicket keeper, had to bowl 4 overs, the Captain's team were worried at one stage that this score would be insufficient, due to the inability of certain bowlers to get the ball anywhere near the wicket. Several 10-ball overs kept the scoring rate at a respectable level, and with the big hitters still to come the scene was set for a good finish. Fortunately for the Captain's team, the batsman most likely to hit the bowling all over the ground chose to hit one to a fielder and departed much earlier than anticipated. Immediately after this the Vice Captain was run out unnecessarily and, with the impossible task of hitting 50 off the last two overs, the Vice-Captain's team were all out for 148 in the 27th over, losing the match by 47 runs. The top scorer was Vinay Ramakrishnan with 33.

The next fixture is at the Bout-du-Monde on Sunday, August 7th in the annual 6-a-side competition between local clubs for the Bob Bailey Cup.

Further information about Cricket can be found under the World Wide Web, via the CERN Home page, "other news" and then "Clubs", or from:

D. J. Allen	2575/6626	DJAllen@cernvm.cern.ch
C. Onions	5039	Onions@cernvm.cern.ch
B. Pattison	2923	Pattison@cernvm.cern.ch

YACHTING

Monthly regatta 30 July 1994

The "August" monthly regatta was organized by Vincenzo Innocente while Helga with David and Hanna were responsible for safety on the rescue boat. The showers in the morning discouraged many people and only few crews were ready at the start. This was not a wise decision because the participants enjoyed sun and nice wind for at least part of the regatta.

Results

Dinghies		1 × course "B" (banane)			
	Boat/Name	Rating	Crew	Real time	Comp time
1	445 Messana	1.18	N. Bosco M. Girone	1h55'45"	1h37'19"
2	Laser2 Beauty	1.10	M. Vrbova C. Bedoya		DNF

Keel Boats		2 × course "B" (banane)			
	Boat/Name	Rating	Crew	Real time	Comp time
1	Surprise Mic-Mac	1.15	G. Rolandi P. Catapano B. Halvarsson	2h28'45"	2h09'21"
2	Rush Pussycat	1.08	P. Gelissen M. Maggi J. Borburgh	2h23'20"	2h13'11"
3	Yngling Y-not	1.29	P. Rabar M. Pathmaradtah	3h08'13"	2h57'05"
4	Yngling Vas-Y	1.29	P. Calafiura M. Campanelli	3h30'07"	2h44'03"
5	Vega27 Mistress	1.36	Ul Kracht M. Goertz G. Mazzone	3h40'00"	2h47'56"

COMING SOON / PROCHAINEMENT

AUGUST 20/21 AOÛT
le "RAZ LE BOL"

Keelboat Rally / Rallye pour Lestés

Inscription deadline / Date limite d'inscription

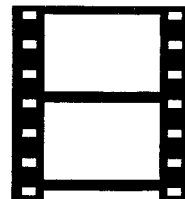
AUGUST 10 AOÛT

Details: YCC News 3/94

JEÛNE GENEVOIS CRUISE

One more boat: still 4 places available.
Un bateau supplémentaire: 4 places disponibles.

CERN CINÉ-CLUB



JEUDI 11 AOÛT 1994,à 20h30

THURSDAY 11 AUGUST 1994,at 8.30 p.m.

AMPHITHÉÂTRE DU BÂTIMENT PRINCIPAL / MAIN AUDITORIUM

BARTON FINK

de/of J.E. Cohen

avec/with John Turturo, John Goodmann

1941. Barton Fink, un jeune auteur de théâtre, vient de remporter un vif succès avec sa première pièce. Son agent lui propose un contrat à Hollywood. Mais Fink refuse d'entrer dans le système hollywoodien puis se laisse finalement séduire.

Il s'installe dans un étrange hôtel qui semble abandonné et rencontre le producteur Jack Lipnick, qui le charge d'écrire un scénario pour une série B de Wallace Beery située dans le monde du catch. Il fait rapidement connaissance de son étrange voisin, Charles Meadows.

In the 1940s, an intellectual left-wing playwright goes to work in Hollywood, where he is told to write a wrestling picture for Wallace Beery.

What begins as a satire of the film industry, with a central character owing much to Clifford Odets, turns halfway through into something darker and more disturbing, a dizzying trip inside two disturbed minds.

**Version originale anglaise sous-titrée Français/Allemand
English dialogue with French and German sub-titles**

Entrée/entrance CHF 7.-

COOPERATIVES

COOPIN

(Bât. 563)

Information COOPIN par VM : XNEWS (COOPIN

Heures d'ouverture: tous les jours de 13h00 à 16h30.

**En vente à COOPIN la montre "40 CERN" Frs 50.-
Swiss made, boîtier métal, bracelet cuir, water
resistant. Garantie 1 an.**

Promotion AUDIOLINE Set Combi jusqu'à fin août.	
Combiné auto-radio-cassette	
avec commande de changeur	Frs 590.-
Changeur à 10 CD	<u>890.-</u>

Prix COOPIN Frs 990.-

VLSOP

Nettoyeur de compact disc, nettoyeur de lentilles de lecteur laser, cassettes de nettoyage pour cassettes audio, vidéo, VHS-C et compact 8 mm.

En stock

Walkmans avec ou sans radio INNO-HIT, SEIKO, SONY, CASIO.

Radio-réveil STANDARD, ONDES, AUDIOLINE.

Enregistreur à microcassette OLYMPUS et CASIO.

Casques KOSS.

Appareils photo OLYMPUS et KODAK.

Appareils photo POLAROID.

Films KODAK, etc.

TEXTILE

Calendriers en coton imprimé "1995", nous vous proposons également des foulards, des sacs à emplettes, des gants pour le four, des tabliers pour hommes et femmes, des tabliers pour enfants, des mouchoirs brodés, etc.

NOUVEAUTÉ BRAUN

MultiMix quattro M880, un maître dans toutes les fonctions importantes qui peuvent être exigées d'une aide de cuisine moderns.

D'autres modèles en stock.

Appareils d'hygiène buccale et dentaire.

A l'achat d'un centre BRAUN Oral-B Plak Control OC 5545, vous recevez GRATUITEMENT un nécessaire et un adaptateur de voyage.

Self-service

Boissons, chocolat, café, biscuits, confitures, etc.

Tabac, cigars, cigarettes, etc.

LEGO, jouets pour enfants, puzzles, etc.

Gagnez du temps, pensez COOPIN!

Association du personnel
32/94-08.08.94

X

AS-INTERFON

(Bât. 563)

Contactez-nous au 3339

Heures d'ouverture: tous les jours de 13h00 à 16h30.

LEMAN-VOYAGES

Permanence au secrétariat MARDI 9 AOÛT 1994 de 14h00 à 16h00 pour vous présenter: voyages avec les principaux Tour Operators ou à la carte, billetterie avion, opportunités avec réductions.

VOYAGES CULTURELS CLIO

Programme du catalogue.

Nous vous signalons également:

- **BENIN HORS PISTES**, un circuit en campant de manière organisée dans les villages traditionnels de brousse, ce qui favorise la rencontre avec les populations, la participation à la vie quotidienne ainsi qu'aux différentes fêtes liées à l'animisme. Cette immersion dans l'Afrique profonde est rendue possible grâce à la participation active d'un accompagnateur autochtone installé à Paris depuis de nombreuses années. Ce circuit vous permet de parcourir l'ex Dohomey du sud au nord jusqu'au Burkina à Ouagadougou
Dates: du 27 octobre au 7 novembre, du 30 octobre au 12 novembre, du 11 au 24 décembre, du 15 au 28 janvier 1995.
- **STROMBOLI**: circuit toujours très apprécié pour sentir battre le pouls de la terre, fabuleux opéra de la nature. Vous découvrirez aussi 3 des 7 îles qui composent le royaume d'Eole et tout le charme des pays méditerranéens. Circuits du 8 au 12 et du 23 au 30 octobre.

CHAMPAGNE

Planning a wedding? or an anniversary?

And thinking of serving champagne to make the occasion really festive? and faced with a bewildering range of prestigious names and unknown brands decorating the shelves of the local supermarket...

Before you take the plunge, why not visit INTERFON? We only have three brands of champagne; but they are all of high quality; competitively priced; and of different characters. You will probably find one you like.

Even if you already have a favourite brand, you could do worse than try one of ours sometime...

Restaurants
Semaine du 8 août

Plats conventionnés (déjeuner / lunch)

Restaurant Concessionnaire	no 1 COOP	no 2 DSR	no 3 Générale de Restauration
Bât. / bldg Site	501 Meyrin	504 Meyrin	866 Prévessin
Heures d'ouverture/ Opening times Lu.-vendr./Mon.-Frid. Sam. / Sat. Dim. / Sun.	07h 00 - 01h 00 07h 00 - 23h 00 07h 00 - 23h 00	06h 30 - 18h 00 11h 30 - 14h 00 fermé/closed	07h 00 - 18h 00 fermé/closed fermé/closed
Repas servis/ Meals served	11h 30 - 14h 00 18h 00 - 20h 00	11h 30 - 14h 00	11h 30 - 14h 00
Prix	a) 6.60 FS b) 7.80 FS	a) 7.10 FS b) 8.10 FS	a) 20.50 FF b) 23.80 FF
Lundi Monday	a) Steak de bœuf haché Pommes frites Petits pois b) Émincé d'agneau Riz sauvage Carottes Vichy	a) Osso buco de porc provençale Gnocchis à la piémontaise Salade verte b) Cordon bleu de dinde Pommes frites Petits pois	a) Omelette façon campagnarde Coquillettes au beurre b) Rôti de bœuf sauce poivre Haricots verts vapeur Épinards
Mardi Tuesday	a) Émincé de porc Cornettes Jardinière de légumes b) Croustilles de merlan Pommes frites Courgettes	a) Filet de lieu noir meunière Pommes nature Salade verte b) Ragoût de lapin au basilic Polenta Carottes à la ciboulette	a) Frisettes de poisson sauce rémoulade Choux-fleurs persillés b) Côte de veau sauce tomate Riz aux petits légumes Aubergines à l'ail
Mercredi Wednesday	a) Oeufs durs bourguignonne Riz Salade verte b) Rôti de veau Pomme mousseline Pois mangetout	a) Viennes en cage Pommes rissolées Salade verte b) Couscous d'agneau et poulet Semoule Légumes à couscous	a) Foies de volaille flambé au cognac Tomate au four b) Pintade sauce forestière Pomme mousseline Petits pois ENTRECÔTE GRILLÉE 30.00 FF
Jeudi Thursday	a) Langue de veau Spaghettis Haricots verts b) Poulet rôti Pommes rissolées Ratatouille	a) Lasagnes gratinées Salade verte b) Émincé de bœuf au paprika Roestis Bouquet de brocolis	a) Émincé de dinde au curry Courgettes sautées b) Steak haché de bœuf œuf à cheval Pommes persillées Carottes Vichy CERVELLE D'AGNEAU à la Grenobloise 28.00 FF
Vendredi Friday	a) Sauté d'agneau Flageolets Tomate b) Filet de mostelle Pommes nature Brocolis	a) Tomates farcies Riz pilaf Salade verte b) Filet de fugu pané Pommes vapeur Ratatouille	a) Jambon blanc grillé Ratatouille de légumes b) Brochette de poisson sauce créole Riz aux oignons frits Bettes au jus

