

Meyrin, 31 March 2023

Minutes of the ORDINARY GENERAL MEETING 28 March 2023

Welcome and appointment of the Chairperson

The President of GAC-EPA, Enrico Chiaveri, opens the Ordinary General Meeting, which takes place in CERN's main Auditorium. He proposes that Bernard Ducret be appointed as Chairman of the session, a proposal which is adopted unanimously.

Bernard begins by welcoming the participants and thanking them for trusting him again to lead the session. About 80 members are present in the auditorium, and 20 members have sent a Proxy form. As in the past, there is the possibility to follow the session by webcast, and Bernard welcomes the members who follow us remotely.

Obituary

Enrico then expresses a special thought for all the members who passed away in 2022 and asks to observe a minute's silence in their memory.

Henri CHARMOT - Anton KING - Raymonde BUFFAZ – Klaus BÄTZNER - Susanne NAUMANN
Karel CORNELIS - Jacqueline CYVOCT- Marie-Thérèse BOIS - Simone ELISEI – Ginette PARIS
Esther CHETCUTI – Conrad GRUNHAGEL – Sheila MATHEWSON - Giuseppe MARINONI
Georges DUMOLLARD – Claude BIZEAU. – Mary BELL – Albert JAEGER – Marcel LAZANSKI
Olive NAGY - Louise LANDRECY – Marina FUBINI - Monique COMPAIN – Marie-Thérèse CARTIER
François DAVEINE - Edith BONZON - Pierre BENASSI - Clarisse BRON - Pascal Eric NIL – Hubert MOINE
Martin John SHEEHAN - Anna-Maria KRACHT – Franz SCHÖFEL - Robert NETTLETON
Roswitha ZIEBELL – Madeleine AUFFRET - Milan GEORGIJEVIC – Pierre Philippe BLONDELLE
André BARLOW - - Christiane GENTET – Raymonde ROSSET - Hans FRISCHHOLZ - Josiane BADOUX
Hilda DOME-REMY - Leopold SOHET - Camille MONNERET - Roger BOUCLIER - Jean Marcel FOUCAULT
Marie France BOVET - Claire MARCELIN - Max WENNER – Mireille WYSS -Renée BLANC
Pierre DUPONT – Joceline URSENBACHER - Jacqueline GERVASONI - Gabriel BURLET – Jean MOURIER
Roger CALEGARI – Georges JUBIN – Francesca CAPONE - Gilbert DUMONT - Bernardo GODENZI
Jean-Pierre SCHNEWLIN - François PIUZ - Etienne CHERIX - Marie-Claire PERLER - Michel LEFORESTIER
Albert DUPENLOUP - François Marc LEVRIER - Jacques ROCHEZ - Roger VERMOT - Michel LEROUX
Richard MILAN - David Murram STUNGO - Cynthia SHARP - Michel NAWROCKI - Janine JEAN
Robert BOUDOT - Jean Marie BOBAN - Raymond Louis MONTESUIT - Michel CANDOLFI
Claude SAULNIER - Pierre LUC - Mary DOWNIE - Werner BURKHALTER - Klaus BRAUN
Anne-Marie JUNG - Robert MAGNIN - Gérard BACHY - Arne LANG - Carlo LAMPRECHT
Gilberte BROCHU - Antonia MIGLIORE - Gabriel TITAUD - Martine Edwige DUBOIS - Roger GIRARDOT
Ettore ROSSO - Horst SCHÖNAUER - Yvette FINEAU - Josiane GUEX-JUN - Jean LEHMANN
Edmée ETIENNE - Marcel MIOLANE - Hans DREVERMANN - Rodrigue FAES

Georgette GRAVEZ Peter BIGLER - Björn SMITH - Pierre DESBROUSSES - Jean-Maurice STINKWICH
Jacques ANDRE - Montiel PAREDES - Michel Octave TARDY - Gino GURRIERI - Jean-Pierre ROMERO
Madeleine HECART - Rigmor ANDERS - Auguste GIACOMELLI - Bernard-Robert PERRITAZ
Brigitte LAURENT - Claude CAMUT - Robin Charles Armstrong BROWN - Sylviane PAHUD
Rina MENETREY - Victor TRECENO.

2. Approval of the agenda

Bernard Ducret presents the agenda.

Jean-Pol Matheys recalls that point 7 (adoption of the 3 reports) is equivalent to giving discharge, for its management, to the 2022 Committee.

The agenda is approved.

3. Approval of the minutes of the 2022 Annual General Meeting

The minutes are approved unanimously.

4. Activity report for the year 2022 by the President of GAC-EPA

The President of the GAC-EPA, Enrico Chiaveri, begins by recalling that we had an extraordinary General Assembly in December 2022, during which he already presented the results of the elections and the 2023 Committee. The composition of the Committee is reproduced on additional slides.

Then he presents the activities and highlights concerning the major topics of work in 2022.

4.1 Pension Fund

The fund's performance in 2022 is negative, -6.41%. It is the equity portfolio that has suffered the most from the crisis, but also the bond portfolio. Other assets performed well. However, the performance of our fund is better than that of Swiss pension funds.

The immediate consequence is a fall in our assets (from 4.98 BCHF to 4.58 BCHF) and therefore a fall in the coverage ratio from 77.1% on 1 January 2022 to 69% on 1 January 2023.

One positive point is that in late 2022 and early 2023, the performance is much better.

In 2022 took place the triennial actuarial review which allows checking that the Fund is on track to return to balance over the long term. Enrico recalls that this is a long-term view over 20 to 30 years. In particular, the inflation parameter was maintained at 1.1%.

The GAC-EPA welcomes the appointment to the Actuarial and Technical Committee of Philippe Charpentier, member of the GAC-EPA Committee and already a member of the Board of Directors of the Pension Fund.

At the end of December, all pensioners received a letter on the annual adjustment of their pensions. The adjustment mechanism is not simple and depends on many parameters. Philippe Charpentier intervened to make the letter more understandable. As a result, only 30 requests for explanations out of approximately 3,000 letters reached the Fund.

In most cases, the annual adjustment was limited by the actuarial parameter for annual inflation (1.1%). The relatively high inflation in Geneva (3.2% from August 2021 to August 2022) has led to a faster growth in the accumulation of individual Purchasing Power Loss (PPL), with the consequence

that by the end of 2023 a certain number of pensioners will have reached the threshold of 8% PPL from which their pension will be fully indexed to inflation in Geneva.

There have been problems with the payment of pensions to pensioners who go through AMFIE (Association coopérative financière des fonctionnaires internationaux) for the transfer of their pension to their personal account. The Pension Fund is considering a change in the regulations to allow pensions to be paid directly into an account abroad, in foreign currency of the beneficiary's choice (at least for some countries). The exchange costs will be borne by the beneficiary.

The Pension Fund Code of Conduct will be abolished, the CERN Code of Conduct will apply with some specific implementations for the Pension Fund (with effect from mid-2023).

At the request of the CERN Council, a working group has been set up on the revision of parameters that are in the Rules of the Pension Fund, in particular the transfer value, the purchase of added years, the reduction of surviving spouse's pension due to age difference and the rate for early retirement. The first conclusions are expected in mid-2023.

4.2 Social protection: Guarantee in the event of CERN's dissolution

In December 2022, the Council authorized the DG to introduce into the CHIS Rules an article on the guarantee of health insurance benefits based on Article I 3.03 of the Pension Fund Regulations. This article, reproduced below, was inserted into Chapter I of the CHIS Rules on 1 January 2023:

“CERN guarantees the benefits acquired under the CHIS Rules by the Scheme’s Members until the cessation of the rights of the last Member.

In the event of the Organization’s dissolution, the CERN Council will take the measures needed to guarantee the rights acquired on the date of dissolution.”

More details on this very important milestone can be read in the CERN Bulletin and the Staff Association ECHO of March 2023.

The next step is to check with the Swiss authorities whether the International Foundation under Swiss law decided in 1996 is still the best solution to guarantee the benefits acquired until the death of the last beneficiary.

If the answer is yes, it will be necessary to amend the Foundation's 1996 Constitution with a view to inserting a health insurance and long-term care component, to have these amendments approved by the CERN Council and to propose solutions for balancing the CHIS scheme before its transfer to the Foundation and/or gradually build up capital intended to ensure the continuity of health insurance rights.

If the answer is no, it will be necessary to study and propose one or more alternative solutions to the Foundation.

4.3 ESO

The Rules of ISA (ESO International Staff Association) were approved and adopted on 1 August 2022 without incorporating the role of the GAC-EPA as the representative body of ESO pensioners. The GAC-EPA ESO representative is currently working with ISA to clarify this. A meeting was held in early 2023. ISA representatives agreed that ISA communication to pensioners should be handled by the GAC-EPA

representative rather than by Human Resources. A first draft circular dealing with these aspects is expected by the end of March 2023.

Regarding the health protection system, 2021 saw the creation of the EHIS Board, inspired by CERN's CHIS Board. This committee usually meets twice a year, with the participation of a representative of the GAC-EPA. One of the outstanding issues is the possibility of reintegration into the national health care systems after retiring from ESO. This possibility currently exists only in certain Member States.

The involvement of ESO's *Social Security Policy Manager* (a new position created in 2022) is necessary to synchronize activities and information, and to address outstanding issues.

4.4 CERN Health Insurance (CHIS)

The SwissDRG (Diagnosis Related Groups) seeks to establish a uniform basis for relative pricing by hospitals. Following intense work by the CHIS Board management team in the renegotiation of the agreements, all the necessary agreements for 2023 (including the Hôpital de La Tour after long negotiations) are now signed.

The management of the CHIS reserve fund, entrusted to 5 managers, led to negative returns in 2022 due to the global financial situation. Steps have been taken to improve this management in 2023.

Vaccination (i.e. for flu) will be provided by outsourcing during 2023 and will be accessible to retirees and their families.

[The CARA Association](#) is an initiative of the cantons of French-speaking Switzerland to promote digital health services. Despite ongoing interventions with the authorities, including the active support of the Director-General, the creation of a personal electronic file remains problematic for people living in France.

4.5 Mutual Aid Fund

The role of the Mutual Aid Fund is to aid in the event of temporary financial difficulty. Pension Fund beneficiaries and their dependent family members are eligible for this assistance.

This Fund, funded by contributions from the CERN Management and from the CERN Staff Association, is managed by an autonomous and independent Commission that treats cases confidentially. More information can be found on the GAC-EPA website.

4.6 Communication

The year 2022 saw large changes in the presentation of the GAC-EPA Bulletin, with a new cover, a new graphic line, and drawings to illustrate the text. The Bulletin has been enriched with two new sections (UNIQA Health Advice, Good to know). This effort will be continued in 2023 with a section on CERN Clubs and various articles that will retrace the different episodes that have led to the consolidation of our social protection system, as well as respect for staff.

4.7 Collectif Security Sociale (C2S)

The long struggle continues to recognize the right of pensioners who receive a French pension (poly-pensioners) not to be subjected to the Contribution Sociale Généralisée if they do not use the French Social Security.

Following the refusal of the Caisse Primaire d'Assurance Maladie (CPAM) to issue proof of non-affiliation to retirees who requested it, despite a judgment of the Social Court of Bourg-en-Bresse of December 7, 2020 (the CPAM arguing that this judgment did not set precedent), our lawyer filed an appeal to the Court to confirm the jurisprudence. This appeal was registered in December 2021, but our lawyer was told that it would take about two years to be examined (2024).

Surprisingly, following a summons from the court of Bourg-en-Bresse, a hearing was held on February 27, despite the wish of the CPAM to obtain a postponement.

A decision is expected on April 24.

The judgment of 7 December 2020 recalls the pre-eminence of an international agreement over national regulations. If the decision is negative or appealed, the GAC-EPA Committee considers that it will be the duty of the Organization to enforce or assist in the enforcement of this agreement.

Every year, pensioners residing in France face the difficulty of completing their tax returns. Documents (in French) have been made available on the GAC-EPA website <https://gac-epa.org/collectif-securite-sociale-c2s/> to facilitate this task. However, we recall that the case of poly-pensioners without (or having not used) a Carte Vitale remains ambiguous, but this ambiguity should be removed if the Court, as we hope, confirms the jurisprudence of the judgment.

4.8 Information Sessions

The President recalls that the information sessions are private meetings, between persons of the Committee and members of the GAC-EPA, where members can ask questions of any kind, in full confidentiality.

The dates of the information sessions which take place from 1:30 p.m. to 4 p.m. in the Staff Association Meeting Room (Building 61), are given on the GAC-EPA website <https://gac-epa.org/en/information-sessions/>.

4.9 Call to our members

To conclude, Enrico reiterates the call to our members to provide an e-mail address in order to facilitate communication and reduce postal costs. This address can be transmitted via the update form <https://gac-epa.org/en/information-update-form/>.

The Bulletin will continue to be sent in paper form to those who wish so ("paper" or "both" options for communication).

5. Treasurer's Report

Monique Häusermann presents the 2022 accounts. The tables are presented below.

Unlike 2021, the year 2022 is distinguished by a deficit of CHF 3574.19 which can be attributed to the solidarity donation with Ukraine decided by the Committee. Monique recalls that the fees of Experts and Consultants were debited from the account of the "Legal Reserve", decreasing the latter to approximately 26 KCHF.

The GAC-EPA finances are healthy with assets of CHF 111193.18.

There are no objections to the figures presented.

6 Report of the auditors

Françoise Thevenet presents the report of the auditors on her behalf and that of her colleague Bernard Ducret. They have proceeded with the audit of the accounts for 2022. They found a perfect agreement between the justifications at their disposal and the written accounting indicated in the books. *They recommend to the Assembly to give approval of the accounts to our Treasurer.*

Enrico Chiaveri thanks Françoise and Bernard.

| | 2021 | 2022 | BUDGET 2023 |
|--------------------------|------------------|------------------|------------------|
| D E P E N S E S | | | |
| Association du Personnel | 20,000.00 | 20,000.00 | 20,000.00 |
| Frais bancaires | 98.65 | 100.70 | 120.00 |
| Frais postaux | 112.40 | 119.40 | 150.00 |
| Collations, repas | 1,314.99 | 5,440.35 | 6,000.00 |
| Dons | | 7,000.00 | |
| Bulletins E. Ducret | - | 144.39 | |
| Imprimerie | 11,682.77 | 14,652.42 | 16,000.00 |
| Frais administratifs | 27.80 | - | 100.00 |
| Frais informatiques | 524.50 | 488.70 | 500.00 |
| Divers | 1,145.75 | - | |
| Total des dépenses | 34,906.86 | 47,945.96 | 42,870.00 |
| Excédent de recettes | 10,612.96 | | 2,130.00 |
| TOTAL | 45,519.82 | 47,945.96 | 45,000.00 |
| R E C E T T E S | | | |
| Cotisations des membres | 45,519.82 | 43,871.77 | 45,000.00 |
| Dons | - | 500.00 | |
| Intérêts bancaires | - | | |
| Intérêts postaux | - | | |
| Total des recettes | 45,519.82 | 44,371.77 | 45,000.00 |
| Excédent de dépenses | | 3,574.19 | |
| TOTAL | 45,519.82 | 47,945.96 | 45,000.00 |

Table 1 : Accounts 2021 , 2022 and 2023 budget

| Actif | | | | Passif | | | |
|-------|--------------------|-----------------|-------------------|--------|---------------------|-----------------|-------------------|
| N° | | Solde Devise | Solde Base | N° | | Solde Devise | Solde Base |
| 1010 | Compte postal | | 14'351.90 | 2140 | Provision juridique | | 25'812.27 |
| 1020 | Compte courant UBS | | 15'508.88 | 2800 | Capital | | 87'273.08 |
| 1021 | Compte épargne UBS | | 81'332.40 | 2990 | Résultat reporté | | -3'574.19 |
| | | | | 2991 | Passif transitoire | | 1'682.02 |
| | Total | | 111'193.18 | | Total | | 111'193.18 |

Table 2 : Financial Report 31-12-2022

7 Approval of the three previous reports

Bernard Ducret proposes to the Assembly to approve the three previous reports (Activities 2022, Treasurer, auditors), simultaneously. There is no opposition or abstention. *These three reports are therefore approved unanimously.*

This approval grants discharge for its management to the 2022 Committee and gives approval of the accounts to our Treasurer.

8. Approval of the list of scrutineers for the elections of the 4th quarter of 2023 (Art. 20 of the Rules)

The Chairman introduces the item on the basis of information received from the secretariat.

The list of 11 scrutineers is approved unanimously with one abstention. The Chairman warmly thanks those scrutineers who will participate in the counting of votes for the elections in the autumn.

9 Activities for the next 12 months

The president of GAC-EPA presents a summary of activities in the coming months. These activities are a continuation of the work carried out in 2022 and have mostly been mentioned in point 4. The main ones are recalled below:

- **Pension Fund:** monitoring of developments, Working Group on the revision of the parameters that are in the Regulations of the Fund.
- **Social protection until the death of the last beneficiary:** implemented through a Foundation or an alternative solution.
- At the GAC-EPA Exceptional Meeting on 1 December 2022, the President of the Association had mentioned the Staff Association's proposal for a partial internal taxation of pensions. GAC-EPA will actively participate in the working group on this item.
- **ESO:** clarification of the role of the GAC-EPA representative and work on the possibility of reintegration into national health care systems.
- **Information Sessions and Collectif Sécurité Sociale:** continue to follow (with the help of our lawyers) the evolution of the situation concerning the refusal of the French Caisse Primaire d'Assurance Maladie to issue certificates of non-affiliation, and inform the members concerned.
- **Communication:** continue to enrich the Bulletin (and other forms of communication).

The Committee will, of course, continue to actively participate in all commissions to represent pensioners.

GAC-EPA IT support

Since 2009, Robert Cailliau has provided flawless IT support to the GAC-EPA, both for the public site and for the tools essential to the functioning of the Group (committee web site and forum, database, emails, to name a few). Robert asked to stop his activity at the end of March 2023. *Our Group would like to express its deep gratitude to him: the assembly spontaneously applauds Robert for this enormous work.*

The President thanks Reinoud Martens who had agreed to take over. A new web site and new tools, based on technology that is easier to maintain, are in preparation and should be deployed during spring 2023.

10. Approval of the 2023 budget and the 2024 membership contribution

Our treasurer Monique Häusermann presents the 2023 budget, reproduced in table2 above. She proposes to maintain the 2024 annual membership contribution at CHF 30.

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Monique reminds us that some members continue to pay 25 CHF, while the new contribution of 30 CHF has been decided since 2014! She therefore asks members to change, if necessary, the banking instructions accordingly.

The 2023 budget and the 2024 membership contribution are approved unanimously.

Miscellaneous

A question is asked about the reintegration of national health systems. It is replied that this possibility only concerns ESO members and in no case CHIS CERN beneficiaries.

A question is asked about the proposed internal taxation of pensions. The President and Michel Vitasse reply that, at present, *it is only a proposal by the Staff Association*. The aim is to create additional resources for the Organization *without impact on pensioners*, arguing that the 60 MCHF annual supplement paid by CERN (i.e. about 20% of the annual amount of pensions) should not be subject to taxes.

The meeting is adjourned at 15:50.