



**Association du Corps Intermédiaire De l'EPFL**

Case Postale 44, EPFL, CH - 1015 LAUSANNE  
TEL.: 021 - 693 47 77 FAX: 021 - 693 47 80

## MINUTES

### ACIDE GENERAL ASSEMBLY

5th of May 2011, Room CM3, EPFL

**Meeting president :** Michela Peisino, ACIDE committee member.

Minutes by Wajd Zimmermann.

M. Peisino opens the meeting, welcomes the assembly and recalls the agenda.

#### **1. Approval of the General Assembly 2010 minutes**

The minutes of the last General Assembly are unanimously approved.

#### **2. Committee report and planning 2011**

##### **2-a. Committee report**

M. Peisino summarizes and comments on the annual report of the committee as following:

· Consultations

M. Peisino summarizes the consultations launched in 2010 related to:

- « Planification stratégique 2012-2016 »;
- « Taxes du domaine CEPF ».

She informs the assembly that ACIDE standpoints may be found on the School Assembly website.

· Contact with EPFL Management

M. Peisino recalls the subjects of the different contacts between the committee and the Management:

i) Salary policy 2010 regarding the researchers under short-term contract (STC). This new policy “Salaires par volée” grants annual adaptation only for the new researchers hired in 2010. ACIDE was asking for the establishment of a legal document defining this new policy. This demand has been accepted orally but nothing has been done by now. ACIDE does not support this new policy.

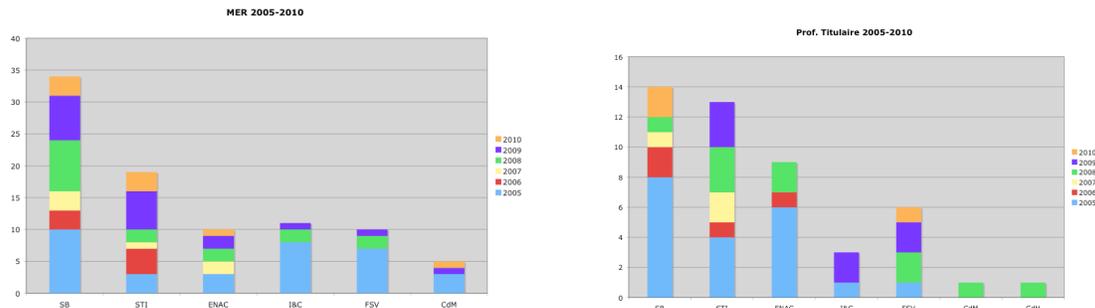
ii) How to finance our association? The committee had asked for an automatic contribution from all “coprs intermédiaire (CI)” Members. A consultation and a vote have been launched by the Management on this subject. The aim was to get the opinion of all researchers. Only 20% of “CI” members participated to this vote. The project has been rejected with 57% NO. Based on these results, the Management decided to reject the project.

So today ACIDE is still dependent of the grant of the Management. However, we have been asked to submit a service mandate to the Management together with the needed amount of the

grant. The same grant as the last years has been accorded to ACIDE for 2011.

· Academic titles

M. Peisino presents the results of the attribution of the academic titles since 2005 in the different EPFL Faculties.



She adds that only eight senior scientist (MER) titles and three adjunct professor titles have been attributed during 2010. However the ACIDE committee is still very concerned with this matter.

· Salary policy- Researchers STC (not subjected to the New Salary System- NSS)

M. Peisino recalls the new salary policy applied since 2010. Only the new researchers arriving in 2010 get a salary adaptation « salaire par volée ». She adds that ACIDE does not support this new policy and that this policy doesn't respect the legal document defining the salary of PhD students and that there is no legal document at all to define the postdocs' salary.

· Law on foreigners

ACIDE has been active on this subject since 2007. Since 2011, all foreign graduates from EPFL or other Swiss universities are allowed to get a permit of six months in order to search for a job directly after their graduation (Master or PhD). However, they need to prove that they have enough money to live in Switzerland during this period.

· Automatic contribution of researchers (émolument)

M. Peisino recalls that a consultation and a vote have been launched in Nov 2010 by the EPFL Management in order to get the opinion of all researchers "Corps Intermédiaire" (CI) about this project. The goal for ACIDE was to become independent financially and to be paid directly from all researchers. Only 20% of the CI members have participated. The result was a rejection of the project with 57% No.

· Health Insurance for foreign researchers

M. Peisino informs the assembly about the project related to a collective contract between ACIDE and ScoreStudies for the basic health insurance for all foreign researchers of ACIDE who are staying in Switzerland for less than six years. A PhD student has initiated the project and the negotiations have been done with GestUnion and ScorStudies. At the end of all discussions, GestUnion and ScoreStudies got the EPFL agreement to be the partner of this kind of contract. In this way all EPFL foreign students and researchers who are living in Switzerland for less than six years may benefit from this contract.

· RLC Management committee

ACIDE is involved in this committee. Its role is more in the direction of collection of information than to take actions related to RLC management..

· Legal advices

ACIDE offered 5 legal advices in 2010 with the collaboration of ACIlex, the association of CI in Law Faculty at UNIL.

· Listening and advice to members

M. Peisino informs the assembly that 12 persons came to the ACIDE office in order to discuss a difficult professional situation. She adds that one of these problems was very important and may be discussed at the end of this meeting if there is enough time left.

· Contact with other associations

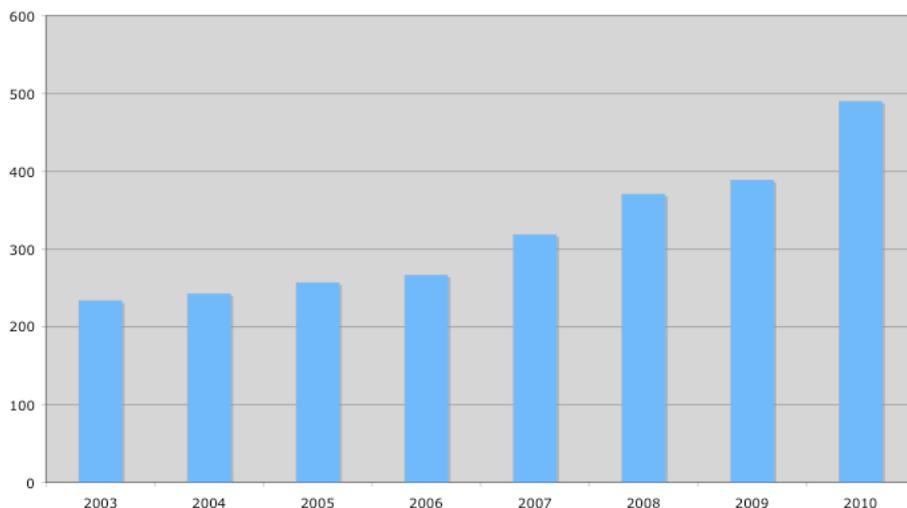
M. Peisino explains that ACIDE keeps in touch with some other associations. During 2010, it had contact with the following associations:

- **ActionUni**, the researchers association in all Swiss Universities;
- **ACIDUL**, the association of CI at the University of Lausanne;
- **ACC-EPFL**, “association des cadres de la Confédération”;
- **GSA**, the association of PhD students at I&C Faculty.

· Recruitment and evolution of ACIDE membership

M. Peisino informs the assembly that the ACIDE social events are the most important source of ACIDE membership. However, in 2010 an important number of researchers have registered in order to support the position of ACIDE related to researchers’ salary. It is nice to see that ACIDE has doubled its members since 2003 and that the increase of registration during the last year was about 25%.

Evolution des membres de l'ACIDE



. Finances:

**Taxes :** M. Peisino informs the assembly that ACIDE pays taxes since 2004. W. Zimmermann adds that in the beginning of 2010, ACIDE asked again the tax office about the possibility to be exempted from taxes as A3. The answer was that they cannot accept the exemption of ACIDE as it is defending its members interests. However, they agree that ACIDE is a small internal association of EPFL and they will try to consider this in the future. However, ACIDE has to submit a declaration for taxes each year.

**Automatic contribution:** M. Peisino recalls again that the project has been rejected, and it means that ACIDE cannot get the automatic contribution from all researchers.

## **2-b. Planning 2011**

M. Peisino informs the assembly about the following projects:

- . *Collaboration with ACC about salary negotiation;*
- . *Survey about researchers salary, the last one has been done in 2006;*
- . *Sports center opening during the summer, this needs the collaboration with Agepoly;*
- . *Contact with the Management and the other associations.*

## **3. ACIDE-ComDoc report**

G. Popescu is invited to present the report of ACIDE-ComDoc. G. Popescu recalls the different activities of ACIDE-ComDoc:

- . *Meeting the Dean of Doctoral School & Vice-President of AA*
- . *PhD candidates representatives within EDOC*
- . *Mentoring system*

G. Popescu adds that this system has been introduced since 2009.

- . *Promotion of EPFL in some countries*

W. Zimmermann adds some details related to this subject. The Direction of International Affairs discussed this project with the ACIDE-ComDoc. PhD students coming from some countries would be asked to collaborate with this office in order to improve the collaboration between EPFL and the Universities in those countries. ACIDE-ComDoc has agreed with this project and has asked that those PhD students must be paid for this extra work and that their supervisor should be informed about it.

- . *«Welcome day » organized by EDOC*
- . *Reception of a Japanese delegation*

G. Popescu informs the assembly that some members of ACIDE-ComDoc have participated to the reception of a delegation of a Japanese University.

- . *Public celebration of EPFL doctors 2010*

W. Zimmermann adds that the idea is to have a common event to celebrate all EPFL candidates who got their PhD title during 2010. ACIDE-ComDoc has been asked to prepare a special event for this. Finally the second edition of the “Bal des Doctorants” has been organized with the financial support of EDOC and DAIA (Direction des affaires internationales).

- . *Social events*

G. Popescu cites the different social events organized by ACIDE-ComDoc: Ski weekends, BBQ,

CERN visit, Hiking trip, and “Bal des Doctorants”.

#### 4. Delegates report

· Doctoral Commission (CDoct) of EDOC :

M. Peisino informs the assembly that the report of the delegates of PhD students within the doctoral commission of the Doctoral School can be found in ACIDE activity report 2010.

· “Conférence des Directeurs de section” (CDS)

Grégoire Gallet, delegate of CI within the CDS, explains that as a PhD student he can only mention one important subject treated in the CDS, which is the tutoring system. This system aims to create small groups of about 8 students. This system will need a larger number of assistants to be involved in teaching.

· Social and scholarship Commission

Olivier Lévêque, delegate of CI within this commission sent recently the following report read by W. Zimmermann:

"La commission sociale se réunit au début de chaque semestre pour décider des dispenses de frais de cours et des allocations de bourses attribuées aux étudiants dans le besoin. Le nombre de bourses allouées est de l'ordre d'une centaine par année. La règle d'attribution est que l'étudiant ait obtenu au moins la moyenne l'année précédente (ou même 4.5 si l'étudiant ou ses parents ne payent pas d'impôts en Suisse). Donc les étudiants ne reçoivent pas de bourse durant leur première année d'études à l'EPFL. La règle s'applique aussi aux étudiants venant directement au master."

· Disciplinary Commission

M. Peisino recalls that there is nothing to say about the activity of this commission as no case had to be treated in 2010.

· Ethical Commission

Amanda Prorok sent us the following report read by W. Zimmermann :

« i) Recherche impliquant des êtres humains

Affaires en cours.

Les séances de la CER sont très prenantes, au point qu'il est envisagé d'engager quelqu'un pour aider les chercheurs à remplir les dossiers. Il faudrait doubler le nombre de membres de l'EPFL afin de garantir la présence d'un membre à chacune des séances des sous-commissions. La Présidente va contacter M. Deveaud pour que 2 professeurs de l'EPFL soient nommés par sous-commission.

Il est prévu d'écrire un article Flash sur la thématique.

Un questionnaire est sur le point d'être envoyé aux directeurs d'Institut.

Il a été suggéré de créer un questionnaire d'autoévaluation éthique des projets réclamant des subsides. Il s'agit de demander aux candidats à un subside une information sur l'éthique de leur projet (qui est d'ailleurs obligatoire pour les projets européens), à titre indicatif seulement. Offres de travail temporaire aux étudiants – numéro d'autorisation : Il a été suggéré de demander aux personnes qui recherchent des cohortes de sujets humains de le faire sous un numéro d'autorisation de la CER.

## ii) Charte éthique

Le remaniement de la Charte entrepris l'année dernière laisse des points en suspens, dont le respect de l'EPFL pour les Accords de Bologne qui est aujourd'hui un état de fait. »

### · “Commission de restauration”

M. Peisino, delegate of CI within this commission, informs the assembly that her presence in the meeting is mostly meant to get information about the restaurants and the food at EPFL. She adds that there is a satisfaction survey that is launched yearly. The delegates can give ideas about the possible improvement of the meal offer. There will be an increase of the price of the standard meals “assiettes 1 et 2”.

### · ActionUni

Arne Seitz informs the assembly that there were no actions planned by the committee in 2010 and that there are two committee meetings per year. Delegates from the Universities of Berne, Fribourg and from ETHZ are attending the meetings.

## **5. Finances**

### · Annual accounts and balance 2010

The ACIDE accounts at December 31<sup>st</sup>, 2010 together with the balance are presented by W. Zimmermann, ACIDE administrator. They have been approved by the account controllers. WZ informs the assembly about the 2010 deficit of 3'550.30 CHF.

### · Budget 2011

The budget 2011 is presented by W. Zimmermann. The amount of the budget will be almost the same as in 2010. The automatic contribution has been rejected and ACIDE will be again depending of the EPFL grant. She adds that the amount of the grant in 2011 is still the same as the Management is not willing to increase it. Even if the “mandat de prestation chiffré” submitted in September 2010 proves the need of such increase.

Considering the total number of ACIDE members at the year 2010, S. Rumley wonders why the amount of the membership fees is lower in 2011 than it should be. W Zimmermann answers that the stated amount is calculated as a minimum expected sum based on two important factors, as following::

- i) a part of the new members will not pay in 2011 (first year membership is free).
- ii) a part of ACIDE members would have left EPFL before the end of May 2011 (when membership fees are deducted).

## **6. Approval of activity report, accounts 2010 and budget 2011**

S. Rumley is nominated to count the voices.

W. Zimmermann informs the assembly about the replacement of one of the account controllers (Olivier Lévêque who is currently abroad) by Marc Desgroseillers who has controlled the accounts together with Sébastien Rumley. She asks the assembly if this replacement is accepted. The majority agrees.

The activity report is approved by the majority.

The accounts and the budget are approved by the majority.

## 7. Salary negotiations and ACC proposition

M. Peisino recalls that according to the extraordinary general assembly of ACIDE in March 2010, ACIDE had to ask to become a social partner. The committee discussed this question with ACC president in order to know what the procedure to become a social partner is. ACC committee proposed the following collaboration with ACIDE:

- A representative of “CI” is to be nominated in ACC committee;
- He/she participates to the salary negotiations;
- In this case ACIDE does not need to be a social partner.

M. Peisino adds that in 2010, ACIDE and ACC have already applied this collaboration with Pierre-André Haldi as representative of “CI” in ACC committee.

Q1: Which group of employees may be represented by ACC and why cannot ACIDE be a social partner?

WZ: ACC is “association des cadres de la Confédération”. All employees from the class 18 and higher (according to the old system) may be members of ACC. For the CI, it means that all postdocs and higher class may be represented by ACC. Even those who will one day become “cadre” like the PhD students may be in the future accepted as members.

In order to become a social partner, ACIDE has to ask to modify the ordinance defining the social partners in the domain of EPF. The proposition of ACC may be a good solution for the present. If ACIDE were to become a social partner, this collaboration might be stopped.

Q2: How would ACIDE collaborate with ACC for the salary negotiations?

WZ: ACIDE committee and ComDoc meet the representative of CI within the ACC committee, in order to find the right demands of ACIDE for researchers’ salary. The representative of CI discusses ACIDE demands within the ACC committee and participates to the negotiations.

PAH: In fact this is a good system even if the negotiations are not real ones.

M. Peisino recalls the question:

*Do you agree with this proposition?*

The assembly votes YES with a large majority.

*Do you agree that Pierre-André Haldi will be the delegate of CI within the committee of ACC?*

The assembly votes YES with a large majority.

## 8. Elections

· *Election of ACIDE committee*

M. Peisino thanks the former members: Samuel Jolivet, Daniel Oberli and Roxana Teisanu. She recalls the new committee members: Florent Garcin, Michela Peisino and Ludger Weber. The committee members are elected with a large majority.

· Election of ACIDE-ComDoc

M. Peisino thanks the former members of ACIDE-ComDoc. The new members in both groups are the following:

Representation group: Ottens Brammert, Grégoire Gallet, Florent Garcin, George Popescu.

Social events group: Ottens Brammert, Grégoire Gallet, Florent Garcin, Nils Kaufmann, Mayur Narsude, George Popescu, Amanda Prorok, Sylvie Rockel, Maya Shevlyakova.

ACIDE-ComDoc members are elected with a large majority.

· Election of delegates of CI in the different EPFL Commissions

All the following candidates are elected with with a large majority:

- Disciplinary Commission : Sébastien Rumley (member). One more seat is still available as well as two seats for substituting members.
- “Sociale et Bourses” : Olivier Lévêque.
- CDS : Grégoire Gallet and Ludger Weber.
- “Ethique” : Amanda Prorok and S. Koseki.
- CDoct-EDOC : Anja Kunze and Mohamad Karzand.
- Restauration : Michela Peisino.

· Election of accounts controllers

Olivier Lévêque and Marc Desgrosilliers are elected with with a large majority.

· ACIDE representative within ACTIONUNI

Arne Seitz is elected with with a large majority.

**9. Other subjects or proposal**

- *Candidates for CCE*: Ronan Boulic inform the assembly that candidates are needed within the CCE and all lecturers are welcome to participate.
- *Memorandum about new rules for the title Senior Scientist (MER)*: Several members explain their worries about this new rule which will increase the conditions needed to get this title. ACIDE should react about this document.

The meeting ends at 13h30.

Lausanne, May the 3<sup>rd</sup>, 2011/ Wajd Zimmermann