

N/réf : PW/AR

Procès-Verbal de la séance extraordinaire de l'Assemblée d'Ecole du jeudi 20 avril 2023

Présences Aleksandra Radenovic, Ens
Antoine Hoffmann, CI
Antoine Moix, E (zoom)
Evangelos Belias, CI (zoom)
Consuelo Antille, CAT
Martha Divall, CAT
Franz-Josef Haug
Marcia Gouffon, CAT
Frédéric Dreyer, CAT
Marco Picasso, Ens
Pamina Winkler, CI
Sandrine Gerber, Ens (zoom)
Tugdual Kerjan, E
Basile Morier, E (zoom)

Excusée Sabrina Wuilleret, Assistante administrative AE
Kristin Becker, Déléguée des 2 AE au CEPF

Absences Frédéric Rauss, Mediacom
Maria Sivers, CI
Louis Bardel, E

Ordre du jour

Update from Aleksandra: letter to Parmelin, working on french/german version (coordinated with Kristin). AGEPoly is also sending a letter (after exchange with Mr. Hengartner) but will be complementary and visually underlying problems arising due to student growth.

Relaunch of "Outstanding commitment award".

On-going elections for students.

Membres AE et Invité

- 14.00-15.00 : échange avec Gisou van der Goot (vice-présidente pour la transformation responsable)
 - 15.00-15.45 : échange avec Claudia Noth (directrice du domaine des ressources humaines) & Dr Dieter Künzli (responsable Finances & Personnel du CEPF)
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❖ **Présentation de la Stratégie Climat et Durabilité, par Madame Gisou van der Goot**
Support Powerpoint en annexe.

Première partie

Présentation de la Stratégie Climat et Durabilité, voir le support Powerpoint en pièce-jointe.

Gisou points out that this is a first document, a compromise, but conceived as a living document which will evolve, mandatory Sustainability Bsc class

Q (Aleksandra) What is the curriculum of the class? Gisou: still working on general one – but sections have already put courses together.

Q (Marcia): Qui finance ces cours ? Gisou : ce sont les professeurs qui proposent les cours. L'idée n'est pas de rajouter des heures, mais les détails sont un travail en progrès...

For Research- a lot is going on but no synergy so far – which is the primary focus of the initiative, reinvention of Chemistry , Green lab- for equipment etc – calculate carbon footprint.

Q (Antoine): heat waves considered ? Gisou: should and will be considered.

Q (Consuelo): cooling water is invaded by larvae of mussels – Gisou: M. Gäumann and his team are aware of this problem and that the system must be renovated and filtering should be installed.

Real challenge to reduce energy carbon footprint since it is fairly optimized already – only reduction of small numbers.

Carbon footprint: to reduce- long-term (out of Europe) flights.

Antoine clarified that PhD students count as staff (employees).

Marco- height of plane – clarified how CO2 equivalent is counted.

Marcia and Antoine clarified that invited speakers/collaborators are counted (but depends who is doing) – since the calculation should reflect the true situation.

Gisous mentioned that the rules should not be imposed top to bottom on the units. However, if the units do not take measures, quotas may have to be installed. PATT should be signaled that # of flights is not correlated to being promoted.

Campaign to present/visualize data and potentially infrastructure (e.g. IT platform to pool flights for conferences) but bottom-up initiatives.

Note that coherence is crucial – travel guidelines but plastic cups, sustainable photovoltaics and nothing else?

Guidelines for travel highly appreciated to be used as excuse to decline invitation.

Think how incentives are given -never give a parking spot below the employees building (last 50 m make the difference).

Subsidizing food for students – should be addressed to president.

La loi alimentaire – Canton Geneva.

Q (Antoine) : Sustainable HPC – SCITAS – easier communication to make it more sustainable ?

Real impact on footprint vs more on awareness is not the same and counterintuitive sometimes
Waste/recycling is well done so far already.

Deuxième partie (partiellement traité déjà dans la première partie)

- Do we have experts at EPFL to validate the nutriscore and ecoscore? Response: Nutriscore has been approved by OSAV, responsible will ask for peer-review in comparison to other countries, ecoscore not yet, the way cooks enter makes a difference, plan over the week.
- The students' dishes are cheap but not healthy. What can the Direction do? Response: Also for students the dishes should ideally be nutritious and affordable while being also healthy and sustainable but not fancy. Would there be a way to meet these criteria? For example, for the dishes served in the Native/Food lab, the feedback is that they are too expensive and too fancy.
- Should we limit the carbon footprint of grey hair professors, rather than that of PATTs? Response: voir première partie.

- Speaking of footprint, has there ever been a calculation on how much impact events such as Balelec have? All EPFL events are included in footprint calculation.
No spike by Balelec event but for the meeting of machine learning a few weeks before there is a big spike on annual EPFL energy consumption, future organisers (e.g. ex Balelec organisers are hired for Paleo etc) are made there – should be incentive to include sustainable guidelines .
- How can AE help/assist in fostering values?
AE is already doing a lot, enhance by transmitting message about new initiatives, habits of individuals needs to be changed thus transmitting message via as many channels as possible
- Consuelo: water is part of sustainability plan?
Currently a survey is carried out, based on results initiatives and actions can be proposed. Plan is to recuperate rain water, also to measure amount of rain water to the lake, put up biotopes where water is retained and can be (re)used, not visible yet - > living document, In IT calculations water has been major part
- Marcia: impact of budget cuts on sustainability? Budget cuts is supposed to be equal, but Gisou does not think that solutions for sustainability and well-being should be cut the same way (since it is also a small amount compared to other budgets)

❖ **Présentation sur l'implémentation des changements de l'O-Pers entrée en vigueur au 1er janvier 2022, par Madame Claudia Noth et par le Dr Dieter Künzli, Responsable Finances & Personnel du CEPF + Sylvie Randa**

Présentation des modifications suite aux derniers changements de l'OPers. Mise à jour du Plan Social et de la rente Transitoire. Support Powerpoint en pièce-jointe (par Dieter Künzli).

Partial revision influenced by federal office

On social plan: early retirement can be requested now at age 60 (58 before) in case of restructuring. In other cases, which means voluntary retirement, the minimum age is 62.

Benefits are reduced in both cases Consuelo asked how many are concerned? ~max 5 people/year, last year it was 1 person, most cases are staff scientists who are younger than their PI

What will be discussed is what is restructuring... so far this has been used wisely and not abused

It was discussed with social partners, they were not happy

Also for restructuring, HR will help and support to find a new position but cannot be held responsible legally if a new position can't be found.

It is part of the autonomy of schools hence the deans to decide who is paying for the pension (prof or school)

Second modification

In cases of voluntary retirement, the age is 62 (instead of 60). Requirement of federal council establishment of a list of functions / liste de fonctions (for all institutions, ~30%). The functions that contain three of the criteria are in the list.

The list contains 21 functions (in agreement with social partners)

One step further

When a person has 3 of the burdens listed (art. 42a, al. 3 ETH-PO), this person has a right/is entitled to ask for early retirement. It means an employee can proceed with a request if they can prove that they experienced unusual stress/burden (e.g. being very exhausted, stressed, etc.) together with HR and their boss (needs agreement) + médecin de travail (optionally), all in agreement with social partners.

Now: define what is restructuring

Aleksandra: is restructuring foreseen due to budget cuts? Claudia: it is too early to answer that.

All this (liste de fonctions, presentation) will be put online, because transparency is needed, 2 years before restructuring the plan is communicated,

Consuelo: how will it be communicated to a larger community? Claudia: this was one of the objectives to come to AE today, timing moment? ETH board will discuss on May 24 and then it will be signed with all units in June/July most probably, also then ETH board will communicate
Aleksandra proposed to hold a webinar in September at PUBLICA, this was agreed
But all other options of early retirement, pensions plans remain the same but need to be in mutual agreement. Burden is defined by a cahier de charges (so make it UpToDate! Talk with your manager)