

AAPOCAD



ASSOCIATION DES AGENTS PENSIONNÉS DES ORGANISATIONS COORDONNÉES ET DE LEURS AYANTS DROIT
ASSOCIATION OF PENSIONED STAFF OF THE CO-ORDINATED ORGANISATIONS AND THEIR DEPENDANTS

2, rue André-Pascal, 75775 Paris Cedex 16, France • Telephone: +33 1 45 24 85 87 • Fax: +33 1 44 30 62 22
E-mail: aapocad@oecd.org • Internet Site: www.aapocad.org

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REMINDER ...

- If you wish to attend the **General Assembly in Paris**, please fill in the form on **page 19** and return it to us by **31 March 2018**.
- If you wish to be a candidate in the **Election of the Governing Board**, please fill in the form on **the AAPOCAD web-site** and return it to us by **16 March 2018**.
- Please inform us if you have an e-mail address not previously notified to AAPOCAD or if your e-mail address has changed recently.
- Galeries Lafayette and Printemps have unfortunately discontinued their system of cards giving reductions.

Annual Report of the Chairman

The life of the Association

Chairmanship

Dear Colleagues,

As we move into 2018 I would like, on behalf of the Governing Board of AAPOCAD, to wish each and every one of you joy, happiness and success in everything you do, thinking specially of those of you whose health is not good, who are lonely, or who have difficulty in coping with the ups and downs of daily life.

As in previous years, this Bulletin is an opportunity to take stock of the life of AAPOCAD last year and of developments at Co-ordination.

As he had already announced, Bernard Wacquez did not seek a renewal of his term of office, which accordingly expired at the Governing Board meeting on 13 October 2017.



John PARSONS

At the same 13 October 2017 meeting the Governing Board elected me, John Parsons, Chairman. As I have been retired and a member of AAPOCAD only since mid-2015, I am unknown to most of you; let me therefore introduce myself.

After teaching history for six years in an English public (= private!) school, I joined the Council of Europe in 1979 as a translator, being subsequently promoted reviser, then Head of English Translation, and finishing as Head of the Translation Department. During my 36 years at the Council, I was a member of the Staff Committee for 14 years and for 10 of these a delegate to the Committee of Staff Representatives (CRP) at Co-ordination; within the CRP I was for nine years Chairman of the Pensions Working Group. In 1991 I was a founder member of the Council of Europe branch of the European Civil Service Federation (FFPE), a trade union which is present and active in several European institutions

On behalf of all the members of AAPOCAD I would like to express our thanks and gratitude to Bernard for the exemplary manner in which he has served and guided the Association over a very long period, beginning with his election to the Governing Board in 2002, continuing with a five-year spell (2004-2009) as Executive Secretary under the chairmanship of Yves Borius, and culminating in his now ended 8-year chairmanship (2009-2017). He bequeaths to us all – and to his successor in particular – an AAPOCAD that is in fine fettle, whose finances are sound, and which can look to the future with optimism, the more so because, in accordance with Article 12.d of our Articles of Association, he will continue, as Honorary Chairman, to sit as a full member of the Governing Board and so enable us to benefit in the years ahead from his vast experience and wise advice. Bernard, it is not yet time to take full retirement!



Bernard WACQUEZ

and organisations and of which I was elected Federal President in 2010. In June 2016 I was elected Chairman of the International Association of Former Council of Europe Staff Members.

As Chairman I undertake to place at the service of AAPOCAD the experience I have acquired in my previous functions:

- to defend the rights and interests of pensioners and their dependants by all the means at our disposal, including legal action;
- to participate actively in the work of Co-ordination, where decisions that could have a major impact on future retirees – and possibly even on existing pensioners – may be taken;

- to develop co-operation with associations of former staff and pensioners of the Co-ordinated Organisations on matters of concern to all pensioners, while bearing in mind that since some of these matters are highly sensitive and related to policies specific to one or other organisation, there can be no question of trying to create new types of “co-ordination”;
- to develop links and exchanges of information with associations of retirees from other international organisations and institutions, thereby following up the work of the conference organised by AAPOCAD in March 2017.

For the first time in its history AAPOCAD has a Chairman who is not from OECD and who does not live in Paris. Information technology makes it possible these days to do a great deal at a distance, but a physical presence at the nerve centre – and AAPOCAD’s logistical base is in Paris, on OECD premises – remains essential, and I accordingly undertake to be in Paris regularly and as often as is necessary to properly discharge the duties entrusted to me.

Major events

The two high points of the past year were without doubt the General Assembly, held at ESTEC in Noordwijk (NL) in May and reported on at some length – and with a photograph – in *Bulletin 59* published in September, and the Conference of retiree and pensioner associations organised by AAPOCAD and held in Paris (OECD) in March.

The conference, at which associations from some 17 Organisations and institutions were represented, was unanimously rated a success, the participants expressing the hope that it would not be a one-off event but the first in a series of regular meetings to discuss topics of concern to all pensioners of International Organisations. It is in this spirit that we are currently trying to establish a structure for organising a second conference – which we hope will be held in autumn 2018 – and perhaps for ensuring that a conference of this kind becomes a regular event.

Co-ordination – recent developments

The “salary moderation” clause and the adjustment at 1 January 2018

The principle and functioning of this clause, on which a consensus was reached between the CCR, the Committee of Representatives of the Secretaries/Directors General (CRSG) and the Committee of Staff Representatives (CRP) at the meetings in Frascati in June 2017 (see *Bulletin 59*, September 2017, p.3), were set out in an addendum to the CCR’s 244th Report for entry into force with the calculation of the adjustment of salaries (and of pensions under the Co-ordinated Pension Scheme) at 1 January 2018.

At the time this report was written, the action taken on this addendum, which was sent to Governing Bodies in October 2017, and the consequences thereof were not known for all the Organisations. But, at the Council of Europe, the Committee of Ministers – acting on a proposal by the Secretary General – has postponed its entry into force until 1 January 2019 and at the same time invoked affordability to refuse any adjustment of salaries and of pensions under the Co-ordinated Pension Scheme in 2018.

Two other topics are on the CCR’s current agenda: the education allowance, and reform of the 1974 Co-ordinated Pension Scheme (CPS).

Education allowance

Having in the recent past reviewed – and significantly reduced – all the other allowances that fall within its remit, the CCR now wishes to “modernise” – an expression whose meaning it has not explained – the education allowance. This topic is accordingly on the agenda for the Co-ordination meetings from March 2018 onwards.

The CRP, of which AAPOCAD is a member, is considering what improvements might be made to the allowance but has yet to take a final position on the matter.

The CRSG is also studying the question and, at a bilateral CRSG/CRP meeting in December, indicated certain ideas which it wished to explore further and which might then be either discarded or turned into specific proposals which it would discuss with the CRP in February 2018. The CRSG’s declared aim is not to make savings but above all to simplify management of the allowance, possibly by widening the application of flat-rate reimbursements for some elements of the allowance.

We retirees will nonetheless have to be on our guard: some in CRSG are calling into question the continuance of the allowance after a staff member retires on the pretext that the contractual relationship is then ended. Naturally, AAPOCAD does not share this view and will vigorously combat any attempt to reduce the statutory rights of retirees and pensioners.

Reform of the Co-ordinated Pension Scheme (CPS)

The other major issue the CCR has put on the Co-ordination agenda is “holistic” reform of the 1974 CPS.

Earlier attempts by the CCR at thoroughgoing reform – in particular in 1993-1994 and 1999-2002 – did not produce the results it hoped for, thanks to the determination and arguments of the other two colleges, and particularly of the CRP.

While it is true that under the 1994 “Noordwijk compromise” (Noordwijk agreement) the staff contribution rate

was raised from 7% to 8% of basic salary, we did obtain in return not only the withdrawal of a “provisional” increase in the contribution rate and reimbursement of the deductions made in respect of that increase but also – most importantly – the adoption, in an annex to Article 41 of the Pension Scheme Rules, of a scientific method for calculating the contribution rate needed to finance one-third of the cost of benefits under the scheme. This method, whose purpose was, and is, to ensure the sustainability of the CPS, has functioned well and has been used to adjust the contribution rate – upwards, admittedly, each time, but with the consent of all the parties involved – in 1999, 2004, 2009 and 2014.

The 1999-2002 attempt ended with the rejection by every Co-ordinated Organisation – a first in the history of Co-ordination that has never been repeated – of the resultant CCR report (the 105th). The upshot of this, however, was the introduction from 2002 onwards of less advantageous pension schemes for newly recruited staff.

In 2018, the CCR has its sights set on several key elements of the CPS: the minimum retirement age with no actuarial penalty (currently set at 60); the employee and employer shares of pension scheme contributions (currently one-third for the staff member and two-thirds for the employer); the tax adjustment (this aspect has been explained and discussed in issues 58 and 59 of the *Bulletin*); the accrual rate (currently set at 2% per year of service); the basis for calculating pension (currently salary corresponding to the last grade held by the staff member for not less than one year before cessation of his appointment and the last step held in that grade). Non-application of purchasing power parities to pensions has also been mentioned.

It is impossible at this stage to foresee how this issue will develop over the course of the meetings scheduled in 2018, but rest assured that – although the reforms mentioned should not (and some of them could not) affect those who are already drawing their pension – AAPOCAD, within the CRP, will do everything in its power to prevent any worsening of the fundamentals of the CPS, its refusal being based on respect not only of the principle of acquired rights but also of the 1994 Noordwijk agreement mentioned earlier, an underlying assumption of which is the intangibility of those fundamentals.

Thanks

The start of my term of office has been marked by a series of courtesy visits, which in some cases have been working visits too. I take this opportunity of thanking the OECD authorities – in particular Secretary General Angel Gurría and Executive Director Josée Touchette - for the welcome and facilities they afford us and for their moral and political support.

Courteous, open and frank contact has also been made with the International Service for Remunerations and Pensions (ISRP) principally concerning certain aspects of the tax adjustment and Purchasing Power Parities (PPPs) and the availability of essential information in languages other than English and French. Further information will be given when the situation becomes clearer, in particular in the light of a decision awaited from the ESA Appeals Board.

The handover between an outgoing Chairman and an incoming Chairman is not necessarily easy, particularly when a person has been in office for several years, but in AAPOCAD it has been a well-oiled, seamless and very efficient operation.

I am very grateful to all those who have played a part in this smooth transition – to Bernard Wacquez, who is now Honorary Chairman, to Executive Secretary Elfi Lindner, to Permanent Assistant Doris Cachin, to Treasurer Michèle Lobin, to Vice-Chairman Nico de Boer, to the Deputy Delegates to Co-ordination (Ivan Divoy, Michel Garrouste, Jean Le Ber), and to each and every one of those who, though not named here, have in various capacities and ways helped me prepare to tackle with confidence the tasks that are henceforth mine. It is my aim, with them and with every member of the Governing Board, to continue the work of my predecessors in using our best endeavours to defend the rights and interests of all Co-ordinated Organisation pensioners.

John Parsons
Chairman

AAPOCAD Membership Statistics

NOMBRE D'ADHERENTS A L'AAPOCAD COMPARE AU NOMBRE DE PENSIONNES, PAR ORGANISATION (*)									
PROPORTION OF PENSIONERS AFFILIATED TO THE AAPOCAD vs NUMBER OF PENSIONERS, BY ORGANISATION (*)									
DATES	RUBRIQUES	AGENCE SPATIALE EUROPEENNE	CEPMMT	CONSEIL DE L'EUROPE	OCDE	OTAN	UEO	EUMETSAT	TOTAL
		EUROPEAN SPACE AGENCY	ECMWF	COUNCIL OF EUROPE	OECD	NATO	WEU		
30-Nov-13	Pensionnés / Pensioners <a>	1278	97	722	1506	3243	133	41	7020
	Adhérents / Affiliated 	460	59	280	685	911	97	2	2494
	% b / a	35.99%	60.82%	38.78%	45.48%	28.09%	72.93%	4.88%	35.53%
30-Nov-14	Pensionnés / Pensioners <a>	1318	102	766	1524	3364	131	45	7250
	Adhérents / Affiliated 	499	66	307	739	1085	99	4	2799
	% b / a	37.86%	64.71%	40.08%	48.49%	32.25%	75.57%	8.89%	38.61%
30-Nov-15	Pensionnés / Pensioners <a>	1368	108	783	1548	3504	127	51	7489
	Adhérents / Affiliated 	497	67	301	726	1147	95	4	2837
	% b / a	36.33%	62.04%	38.44%	46.90%	32.73%	74.80%	7.84%	37.88%
30-Nov-16	Pensionnés / Pensioners <a>	1413	117	832	1587	3693	126	55	7823
	Adhérents / Affiliated 	489	72	306	762	1199	93	9	2930
	% b / a	34.61%	61.54%	36.78%	48.02%	32.47%	73.81%	16.36%	37.45%
30-Nov-17	Pensionnés / Pensioners <a>	1467	122	873	1646	3838	126	62	8134
	Adhérents / Affiliated 	481	72	301	763	1206	88	9	2920
	% b / a	32.79%	59.02%	34.48%	46.35%	31.42%	69.84%	14.52%	35.90%

(*) These figures do not take into account orphans' pensions.

Annual Adjustment of Pensions in 2018 (percentage)

AUSTRALIA	+2.4	KOREA	+2.4
AUSTRIA	+2.5	LUXEMBOURG	+2.0
BELGIUM	+2.0	MEXICO	+6.8
CANADA	+2.9	NETHERLANDS	+2.4
DENMARK	+1.3	NEW ZEALAND	+2.2
FINLAND	+1.4	NORWAY	+3.4
FRANCE	+1.4	POLAND	+1.8
GERMANY	+3.1	PORTUGAL	+1.5
GREECE	+1.4	SPAIN	+2.1
HUNGARY	+5.8	SWEDEN	+5.7
ICELAND	+0.5	SWITZERLAND	+0.9
IRELAND	+3.2	TURKEY*	+11.8
ITALY	+1.0	UNITED KINGDOM	+3.1
JAPAN	+2.2	UNITED STATES	+2.1

* Taking into account the exceptional adjustment on 01.07.2017 of 7 %, the final adjustment on 1st January 2018 will be 4.5 %.
N.B. The Councils of Organisations have adopted or are in the course of adopting these scales.

Calendar of Co-ordination Meetings for 2018

DATE & VENUE	ITEMS ON THE AGENDA FOR DISCUSSION/DECISION
February 14 OECD, Boulogne	CRP Meeting (afternoon)
February 15 OECD, Boulogne	CRSG/CRP Meeting
March 5 Council of Europe, Strasbourg	CRP Meeting (afternoon)
March 6-8 (Tripartite) Council of Europe, Strasbourg	<ul style="list-style-type: none"> ➤ 2017 Activity report by the Chairman ➤ Co-ordinated pension scheme ➤ Education allowance
May 15 OECD, Boulogne	CRP Meeting (afternoon)
May 16 OECD, Boulogne	CRSG/CRP Meeting
June 18 ECMWF, Reading	CRP Meeting (afternoon)
June 19-21 (Tripartite) ECMWF, Reading	<ul style="list-style-type: none"> ➤ Annual adjustment of remuneration at 1 January 2019 (provisional figures) ➤ Co-ordinated pension scheme balance sheet ➤ Co-ordinated pension scheme ➤ Education allowance ➤ Programme of work for 2019 ➤ The Luxembourg scale (time permitting)
September 11 OECD, Paris	CRP Meeting (afternoon)
September 12 OECD, Paris	CRSG/CRP Meeting
September 24 OECD (Boulogne)	CRP Meeting (afternoon)
September 25-27 (Tripartite) OECD (Boulogne)	<ul style="list-style-type: none"> ➤ Annual adjustment of remuneration at 1 January 2019 ➤ Adjustment of the allowances/supplements expressed in absolute value at 1 January 2019 ➤ ISRP 2019 budget (CCR/CRSG) ➤ Co-ordinated pension scheme ➤ Education allowance ➤ Remuneration adjustment method (preliminary discussions)

Draft Summary Record: 39th General Assembly Held on 18 May 2017 at ESTEC (NOORDWIJK, THE NETHERLANDS)

1. Opening of the General Assembly

1. The General Assembly was called to order by the Chairman, Mr Wacquez, at 10:07 am. He thanked Mr Franco Ongaro, Director of Technology, Engineering and Quality (D/TEC) and Head of European Space Technology Centre (ESTEC) for agreeing to host the 2017 annual meetings at the ESTEC Centre.

2. Welcome Address

2. In his welcome address Mr Ongaro said that he was honoured and pleased to have the opportunity to host the AAPOCAD General Assembly 20 years after the last time it had been held at ESTEC. He explained that ESTEC was the technical heart of the European Space Agency (ESA), where about half of all ESA staff worked and that it was the place where technology and missions were developed. The Centre housed top-flight testing capacity, particularly for spacecraft. Most significant missions like Rosetta, Galileo, Copernicus and Meteosat had been developed at ESTEC. Mr Ongaro went on to say that he considered the role of AAPOCAD to be fundamental and that AAPOCAD was the future of serving staff at ESTEC as potential retirees. He explained that ESTEC would have a retirement wave hitting 30 to 50% of its staff in the coming years. The competence of ESA staff was a key aspect of the Agency's competitiveness. In the United States there was 80% staff turnover, while the corresponding figure in ESA was only 50%. Mr Ongaro said that ESA had a duty to maintain its capacity to attract the best and the brightest talents. He concluded by thanking AAPOCAD for its ongoing work and wishing all the participants a successful assembly.

3. Interventions by Persons invited to the General Assembly and Discussion [AAPOCAD/AG/A(2017)3]

3. Mr Wacquez introduced Mr Maddicott, Chairman of the Co-ordinating Committee on Remuneration (CCR), and stressed the important role of the CCR in maintaining the attractiveness of the Co-ordinated Organisations to potential high quality recruits.

4. Responding to Mr Maddicott's speech, Mr Neitzel stated that he received a pension from NATO and a German pension for his past service as a Lieutenant-Colonel in Germany. He stated that his A4 salary at NATO was lower than his military pay as Lieutenant-Colonel, but he now found the increase in his German pension since 2002 was higher than the increases in NATO pension.

5. Mr Maddicott pointed out that the CCR compared salary adjustments in the eight reference countries. It did not compare pensions. He asked if it was fair to compare a

military pension to that from a Co-ordinated Organisation, indicating that he could say from personal experience that Foreign Office pensions were much lower than those of the Co-ordinated Organisations. He called to mind the fact that salary adjustments had been severely restricted in some countries, but that the averaging process in Co-ordination smoothed adjustments to some extent. He suggested waiting to see the result of the June discussions in Frascati.

6. Mr Jagtman talked of the perception of some CCR Delegates that staff in the Co-ordinated Organisations were overpaid. He mentioned the need to be able to recruit staff from the private sector and offer them attractive conditions. He also raised the matter of the employment of partners.

7. Mr Maddicott spoke informally of the room for improvement in the atmosphere of Co-ordination, with the feeling of mistrust between the colleges being detrimental to progress. He did not deny that some Member countries would take every opportunity to depress expenditure, but thought that they would not have any real success if they attempted to use the remuneration adjustment method to do this. He recalled that it was salary levels which would be examined in Frascati.

8. The Chairman recalled the meeting of 21st April 1994, held in the same room at ESTEC with the object of arriving at a solution to the problems encountered at that time. The solution found then had been called the Noordwijk compromise. He hoped that it would be possible to talk of a Frascati compromise in the near future.

9. Mr Garrouste spoke of the attempt to increase the pension contribution rate for serving staff from 7 to 7.5%. Actuarial studies had been done and 8% suggested as the new rate. Staff representatives had agreed to withdraw their appeal on condition that the new contribution rate represented a third of the cost of the Scheme. Mr Garrouste said that Co-ordination had to offer something to everybody.

10. Mr Parsons reminded participants that it had been the United Kingdom Delegate at the time who had asked staff representatives to hammer out a deal, as explained by Mr Garrouste. He considered this a good example to follow. The Noordwijk agreement had looked at Article 40 of the Pension Scheme Rules which stated that there was no question of adjusting benefits – only the rate of contribution could be changed.

11. Mr Thiem spoke of a possible Frascati compromise, indicating that in his view a moderation clause would be acceptable to the Committee of Staff Representatives (CRP) and the Committee of Representatives of the Secretar-

ies/Directors-General (CRSG) if there were a return to normal over a longer period. He said he thought that a partial catch-up might be acceptable, but wondered if it worked legally since parallelism would no longer be entirely guaranteed.

12. Mr Maddicott replied that the CCR had taken some preliminary advice on this point and that the parties to the discussion would have to see if a compromise could be reached in Frascati. He personally remained optimistic.

13. Mr Palmieri said there had indeed been a Noordwijk compromise, that its adoption had not been easy, but that as a result the 1974 Scheme had remained intact. The CCR had then looked for other solutions, including the one proposed in its 105th Report on pensions which was in the unique position in the annals of Co-ordination of being rejected by all Councils. He recalled that there were two concepts of retroactivity and that contractual law was more important than statutory law. However, when contractual conditions ceased to apply, it was statutory conditions that came into force. Thus, the 1974 Pension Scheme should be left untouched.

14. Mr Maddicott replied that there were no plans to change anything for existing pensioners and that the CCR was unlikely to do anything that risked prompting a legal challenge.

15. The Chairman thanked Mr Maddicott for his comprehensive answers to questions that were not always consensual, reminding him that he was invited to dinner that evening and that Members would look forward to seeing him again there.

16. Following Mr Xavier Imbert's speech and his announcement that a moving average moderation clause had been agreed two days earlier between all three colleges and all six Co-ordinated Organisations and could form the basis of a possible compromise, the Chairman said that agreement had been reached on an addendum to the adjustment method, not an amendment to it.

17. Mr Campbell said that the latest version of the Staff Rules quoted the 242nd and 245th reports. He warned that if further provisions were added that were not in the present rules, then they could not be applied to present retirees.

18. Mr Neitzel thought that there would be legal problems if the reference country civil service salary increase was 0.5% and Co-ordinated Organisation staff and pensioners were only awarded 0.2%. He stressed that the moderation clause was against the rules laid down in his 1991 contract and said that any retroactivity would have legal consequences.

19. Mr Imbert did not wish to get involved in a legal debate, recalling that wherever there were two legal experts, there were always three opinions. He believed that the compromise stood up to legal scrutiny and that if there were

to be a ceiling on the moderation clause, then there should also be a floor.

20. Mr Rutten said that it was the intention of the United States authorities to cap contributions by the State Department to NATO and the OECD, stressing that this was a further blow to Co-ordination.

21. To this Mr Imbert replied that President Trump's attitude to NATO had initially been very negative but was becoming less so over time. He suggested waiting to see what would happen at the upcoming CCR meeting. He recalled that three Delegates in the CCR were from NATO and that their situation could well play a role.

22. Mr Veldhuyzen wished to stress the overall erosion of compensation levels in the Co-ordinated Organisation, which meant of course that staff were adversely affected. But so, he pointed out, were the Organisations themselves in terms of their attractiveness. ESA's space programmes were very positive, but with a wave of retirements fast approaching, how would it fare when competing with industry for its future recruits?

23. Mr Imbert agreed with everything that Mr Veldhuyzen had said, adding that it was a problem that had existed for several years. He mentioned a number of "solutions" that had been mooted, such as recruiting at A4 instead of A2 level, though this completely destroyed the pyramid. The very strict control of Organisations' wage bills, plus the recruitment difficulties alluded to, was making life very difficult. But then if posts were suppressed, this would have a detrimental impact on the smooth running of the Co-ordinated Organisations. In the final analysis, each organisation had to decide individually what was best for it.

24. Following Mr Gascone's speech, Mr Roden congratulated him for stressing parallelism. There was, he said, no need for a moderation clause since there was already affordability. Might the CRP consider that parallelism would be preserved if an increase were simply deferred?

25. Mr Gascone replied that while affordability concerned a given Organisation, moderation was a reflection of the 2008-2009 crisis. The best choice was a moving average since then there was smoothing.

26. Mr Campbell recalled that the Netherlands Delegate had in the past wanted to apply a levy to ESA staff. ESA staff going on mission had put pressure on KLM which, in turn, had put pressure on the Netherlands Government and the Netherlands Delegation to the CCR had backpedalled. He thought that if the situation worsened, there were ways of taking action.

27. Mr Gascone replied that a silent demonstration could be effective when there was a high-level meeting and agreed that there were other ways of reaching a compromise. When countries entered into commitments they should abide by them. He disliked the antagonism shown by

some countries and the sometimes childish arguments used by others.

28. Responding to Mrs Gilman-Jaouen's speech, the Chairman said that AAPOCAD often answered questions within the purview of the computation unit when it had the answer, but the majority of questions concerned the tax adjustment and AAPOCAD no longer had the green book. He suggested asking Mr Poels if he would kindly give AAPOCAD a copy of the said book.

29. Mr Vanston pointed out that pensioner numbers were increasing and wondered if the International Service for Remunerations and Pensions (ISRP) was asking for more staff to deal with the larger population. To this Mrs Gilman-Jaouen replied that she did let her head of service know of her requirements in this respect.

30. The Chairman thanked Mrs Gilman-Jaouen for her statement and proposed adjourning for lunch, after which he invited Mr Le Ber to present his graphs comparing net nominal national civil service salary increases for the eight reference countries with those of the Co-ordinated Organisations.

31. Mr Vanston congratulated Mr Le Ber on his work, commenting that the decrease in civil service salaries in Germany was virtual rather than real and concluding that our salaries were 1.5% lower than they should have been. Consequently there was surely no need for a moderation clause, and Mr Le Ber confirmed this conclusion.

32. The Chairman believed that Mr Le Ber's study showed that AAPOCAD had a role to play in Co-ordination, presenting information that was useful to all. He added that the purpose of the study had been to show the annual adjustment curves and it had to be as reliable as possible.

33. Mr Le Ber spoke of the problem of leads and lags in the calculation and application of the reference salary adjustments, saying that the late awarding of an increase in Germany meant that moderation might be applied for 2018 in respect of an increase which should have been awarded earlier and whose belated application had an unabated negative impact on our salary/pension increases.

34. The Chairman then proposed a minute's silence in memory of our recently departed friend and colleague Jonathan Sharpe.

4. Adoption of the Agenda [AAPOCAD/AG/A(2017)1]

35. The Agenda was adopted at 3:10 pm with an addition under Other Business at the request of Mr Borius.

5. Approval of the Draft Summary Record of the 38th General Assembly [AAPOCAD/AG/M(2016)1]

36. The draft Summary Record was approved unamended, with thanks addressed to the authors.

6. Results of the Elections to the Governing Board [AAPOCAD/AG(2017)4]

37. Mrs Lindner explained that two Members were not standing for re-election: Bernard Wacquez and Roger Neitzel. They would, however, both be staying on in an honorary capacity. There had been 401 electronic votes – a little over half of the total number of votes cast. Mrs Tezcan had been added to the sitting NATO representatives.

38. The Chairman paid tribute to Mr Neitzel's active participation since joining AAPOCAD in 2005. He had quickly become a Member of the Governing Board, always participating enthusiastically and representing the interests of colleagues in Germany particularly effectively.

39. Mr Neitzel replied that he had enjoyed working with colleagues in the Association. He explained that he received phone calls every week from people seeking help, particularly in German, and that he was looking for someone to replace him as Regional Delegate, though this was not proving easy.

7. Financial Situation and Approval of the Budget [AAPOCAD/AG(2017)5]

40. The Chairman invited the Treasurer to present the results for 2016 and the budgets for 2017 and 2018. Mrs Lobin paid tribute to Colette Giret, who wished to resign for personal reasons, and explained the document *Situation financière et budget 2016-2018: AAPOCAD/AG(2017)5*. She expected the budget to be showing a surplus of some 10,000 euros in 2018 thanks to the AGM being held in Paris that year.

41. The Chairman thanked Mrs Lobin and also Mrs Cachin who had now been introduced to our accounting procedures by the Treasurer.

42. Mr Vanston spoke of the projected surpluses and asked what it was intended to do with them, the Chairman replying that he would be answering that question in his report.

8. Presentation, Discussion and Approval of the Annual Report of the Chairman [AAPOCAD/AG(2017)1]

43. The Chairman reported that AAPOCAD represents and defends pensioners in Co-ordination. He said that in handing the chairmanship over to him in 2010, Mr Borius had wished him fair seas, a clear sky and a following wind, and that he had replied that the winds would be strong and the seas heavy. National Delegates to the CCR continually called everything into question, trying to cut back wherever and whenever they could and never saying anything positive.

44. He went on to say that AAPOCAD had to make sure that it maintained strong ties with serving staff and supported them, this being in our interests as well. He spoke of the

need to maintain the pegging of our pensions to the salaries of serving staff. AAPOCAD had to be very attentive to the talk among national Delegates about “re-examining” pensions under the 1974 Scheme, just as it had to be attentive to defending our common interests.

45. Speaking at a meeting of CSAIO (the Conference of Staff Associations of International Organisations in Europe), he had reminded participants that they would virtually all become pensioners one day. He said that the exchange of experience there had been very useful, and had encouraged him to follow the CSAIO example in convening the conference which had taken place in Paris earlier in the year. He expressed the hope that this activity would continue, and also that this conference would become self-managing and continue in future without being run by AAPOCAD. He informed Members that Mr Parsons had drafted a report of the proceedings of that conference which was being translated and would soon be available in both languages.

46. The Chairman spoke of the fact that AAPOCAD had been computerized over the last few years and that Members now received electronic copies of the bulletins and of any Co-ordination documents suitable for broader distribution, including the CRP report.

47. He said that when he had joined AAPOCAD it had been at the peak of its financial situation, prompting a 25% reduction in the contribution rate, from 0.12 to 0.09% of our net monthly pension. However, the Association had then started having to pay the OECD for services which had previously been free and he had had to resort to damage limitation, with the help of Patrice Billaud-Durand, as a result of which AAPOCAD still had two offices at its disposal free of charge. It also had a quota for free interpretation and a free postage quota for communications with Members who were not computerized and conversant with the internet, although it was to be expected that this would change over time.

48. The Chairman praised the group work done with the Governing Board during his chairmanship. He explained that the number of Members of the Board had been cut by one-third during that period, the explanation being that all Delegates had initially had deputies who came to meetings if the Delegate could not attend. Deputies had then started attending Board meetings in any case so that they could keep track of events. This had been the situation when he had become Chairman and was the reason for reducing Board numbers. There had inevitably been some discontent, but it had as a result been possible to stabilize expenditure – in nominal terms at least.

49. The number of new Members had risen, though in net terms the increase was not very big. It was important to continue to encourage people to join, since the more numerous we were, the more clout we had in negotiations. The Chairman concluded by saying that AAPOCAD was the only means of representation of pensioners in the Co-ordination process and, as such, played an essential role.

50. Following the Chairman’s report, Mrs Babocsay insisted on the importance of document circulation, with particular reference to wage moderation. She said that confidentiality was respected if documents were confidential, but considered that people must be informed and in a position to contribute to the debate while matters were still under discussion.

51. The Chairman replied that AAPOCAD representatives in Co-ordination reflected on the advisability of sharing documents early before doing so. They had to have some discretionary powers as to what was shared and when.

9. Other Business

52. The Chairman said that the 2018 General Assembly would be taking place at the OECD in Paris, but that it was not yet possible to give an exact date since the OECD Council Meeting at Ministerial Level and the Forum always took place around May or early June. He indicated that the next Governing Board meeting would be at the OECD on 12th and 13th October.

53. Mr Garrouste asked for the floor to read a tribute by Mr Borius on the occasion of Bernard Wacquez’s departure.

54. On hearing these words of praise, the Chairman said that Mr Borius had always overdone it a little and that this time was no exception. He wished to thank the team around him on behalf of all: Cécile Poincloux, Colette Giret who did the accounts by hand, Steve Potter who had preceded Elfi Lindner as Executive Secretary and others too. He also thanked Mr Veldhuyzen for organising the current meeting and Irene, Elfi and Doris for their most valuable assistance.

55. Mr Veldhuyzen replied that at ESTEC people also worked in teams and that that was the way he had worked with Mrs Lindner and Mrs Cachin too.

56. The Chairman then gave Mr Neitzel the floor for one last item under Other Business.

57. Mr Neitzel reminded Members that Mr Campbell and Mr Deuche had suggested that all pensioners should be offered free Membership of AAPOCAD for one year.

58. Pointing out that there were few pensioners present, Mr Campbell recalled that two actions had been suggested. The first was to send letters to all non-Member pensioners and the second was to make all pensioners Members of AAPOCAD for free. He said that this had been done by ARES (the ESA retirees Association) and that the action would be repeated. He said that the idea had not been accepted for AAPOCAD in the past because there was no guarantee that the loss of income would be offset by increased Membership.

59. Mr Rutten thought that such Membership should initially be without voting rights – for one year, while Mr De

Boer said that the effort required in ARES had been considerable but ultimately successful. Probably 75% of potential Members had joined and remained, thanks to automatic deductions.

60. Mr Roden thought it a good idea to try and increase the Membership of AAPOCAD, but feared that this would not increase participation at General Assemblies. He said that participation at Annual General Meetings of the NATO retirees Association, where there were 3 500 Members, was constantly dropping and wondered whether our excellent communications meant that people no longer felt the need to come to Annual General Meetings.

61. Mr Woods, speaking for the ECMWF, said that they contacted all of their retirees, asking them to become Members of their in-house pensioners Association and to authorise deductions, and that the procedure worked for 85% of pensioners. He supported Mr Neitzel's proposal.

62. The Chairman suggested studying the material application of this ahead of the October Governing Board meet-

ing. He said that the Associations should send AAPOCAD their lists of new Members at 1st January every year.

63. Mr De Boer said that there had been no complaints from the Secretary or the Treasurer at ARES about one year's free Membership and that voting was never a problem.

64. In reply, the Chairman pointed out that AAPOCAD was more diversified than ARES and had a more complex situation to manage.

65. It was decided that the General Assembly should ask the Bureau to look at the practical aspects of the matter and come back with a proposal at the next Governing Board meeting in October.

66. And, with that, the General Assembly was adjourned at 4.50 p.m.

AAPOCAD's Regional Delegate Reports 2017

BELGIUM

Mr William RODEN

+32 2466 2273

williamroden@skynet.be

Over the past year I have received just a small number of requests for information or assistance from AAPOCAD Members residing in Belgium. The requests I received were from NATO pensioners who were not Members of one of the four NATO Pensioner Associations, and mostly related to problems over the taxation of pensions in Belgium and over health cover.

While I have been able to answer queries regarding tax, in contrast I have had to inform correspondents that medical cover was not a co-ordinated issue and fell outside the scope of AAPOCAD's area of competence. I therefore advised these Members to join one of their Organisation's Pensioner Associations in order to obtain further information.

I was invited to attend the third informal meeting organised under the auspices of the Belgian section of the Association of Retired ESA Staff, which took place on 13 November 2017 at the headquarters of the European Patent Office in The Hague, on the initiative of the local Pensioner Association. The taxation of pensions and medical cover were both high on the agenda.

I shall report on this meeting at the next meeting of the AAPOCAD's Governing Board.

Kind regards,

Billy Roden

FRANCE

Mr Malcolm GAIN

+33 6 84 30 85 43

malcom.gain@orange.fr

Over the past year I have monitored the possible impact of events in France on pensioners of Co-ordinated Organisations resident in this country. Although it is not within the remit of AAPOCAD I have been particularly attentive to matters connected with health cover and answered numerous enquiries from fellow-pensioners on this and other matters. During the coming year I shall continue to be attentive to our common concerns and remain at your disposal to answer your questions to the best of my ability or refer you to other sources of information as appropriate. Please allow me to take this opportunity to wish you and yours health and happiness in the coming year.

Kind regards,

Malcolm Gain

GERMANY

Mr Rüdiger NEITZEL

+49 0261 210 0202

ruediger.neitzel@t-online.de

Dear "Pensioners", Dear Members of AAPOCAD,

I would like to start my report with the good news first: The number of AAPOCAD Members residing in Germany has grown to 348 (from 334 last year), and there are another 204 Members who belong to local pensioner's Organisations such as ANARCP (Association of NATO Retired Civilian Personnel), some are part of both Organisations.

From my experience in Germany, I can say that the main interest of our Members is in the following areas:

1. Taxation

I have repeatedly explained that in Germany there is a difference in taxation between "Pension" and "Rente". We have been fighting long to convince the German authorities that we belong to the group of "Rentners" because we contributed some 8% to our pension system. We have been to the German Federal Fiscal court as well as to the German Constitutional Court. The latter decided that our contributions were not taxed (as part of the salary) and should, therefore, be taxed now.

Our claim that the nations had received more than the tax by calculating our salaries on the basis of comparable "net of tax" salaries of national civil servants was dismissed. Therefore, the last pending court case has been decided against us and I see no possibility to continue the battle.

(With the exception of ESA Members, there is a new case pending at the fiscal court in Munich (12 K 2592/17) which takes account of the fact that ESA has an internal tax which should be considered as equivalent to national taxation, but also claims that our contributions came from our free-of-tax salary and therefore the part of our pensions attributable to our contributions cannot be taxed now. For more info contact Mr. Campbell, address on the AAPOCAD web site).

2. Tax Adjustment

It is very difficult to compare the tax adjustment granted to official tables on the internet.

(I never managed to reach the same numbers as on my payslip). One of our Members, who receives a tax adjustment of €7 (!!) complained officially and asked for support. As a consequence, I had an interesting – I should rather say: confusing – mail exchange with the International Service for Remunerations and Pensions (ISRP). The question is whether they use the tax tables for "Pensioners" or "Rentner" (please compare with previous paragraph). I was unable to get a final answer and I have asked the Chairman of our Organisation to table the question for official clarification.

3. Health Care

People living in Germany are supposed to have a "Pflegeversicherung" (long term care insurance) which will cover the cost in case we need to be "taken care of" and which should prevent that costs become unbearable for the families.

The health insurances between the Co-ordinated Organisations differ and without going into details, I can say that none of them covers the requirements of the national "Pflegeversicherung" in full. I have, however, witnessed one case, where the insurers reacted favourably in a dramatic case where the wife would have been left with a bill of some ten thousand Euros (after intervention of course). I believe that such positive results should be mentioned as well.

4. Heritage

There was a case where a German Member left a considerable heritage to a former French colleague. Unfortunately the German notary has in six years not been able to transfer the money to the heir. There are enormous difficulties in such transactions. Unfortunately the recipient passed away by now.

I mention this to say: It is much better to donate than to bequeath!

5. Need for Translation

I will write a similar letter in German to all addressees in Germany, because I see the need to stay in touch with widows, custodians or even tax advisors who do not all speak English or French and are in need of a point of contact in their mother tongue.

I would also like to mention, that the NATO Pension Unit has started to issue "letters to the Pensioners" which contains valuable information what to do in case - for example - a pensioner passes away.

We (a group of volunteers) have started to translate these letters into German and have arranged to send them to all pensioners living in Germany (whether they are Members of AAPOCAD or not). I really think that this provides help to our Members in situations where you need it most.

For 2018, I have the following wishes:

- Good Health to all of you! There is nothing more important than to remain a good pensioner!
- Hope to see many of you at the next General Assembly which will take place in Paris on 15 June. These meetings are very interesting and include nice social events.
- Finally: Of course it is much easier for me to send e-mails and fortunately all recent retirees seem to have an e-mail address. I have now 348 AAPOCAD Members in Germany of which some 292 have e-mail addresses. To keep these up-to-date is, however, not an easy task! Therefore: Please inform me of changes in your e-mail address.

Best regards,

Roger Neitzel

ITALY

Mr Gianfranco ALVISI

+39 340 680 6518

g.alvisi@romexport.it

The number of AAPOCAD Members resident in Italy is 105 (76 NATO, 23 ESA, 3 OECD and 3 CoE).

Some Italian pensioners have complained about the calculation of the tax adjustment. In their view, the amount paid is lower than the one calculated according to rule 42.2.

After verification of the calculation and contact with International Service for Remunerations and Pensions (ISRP) the origin of the difference has been identified and it is explained below.

In Italy the income taxes are composed of two elements:

- *Imposta sul reddito delle persone fisiche* (IRPEF) with a progressive scale defined centrally and applicable to everybody;
- Local taxes with the scale defined by the local authorities and different for different city of residence.

To compute the tax adjustment for pensioners resident in Italy, ISRP is using for local taxes an average instead of the real values that pensioners must apply in the tax declaration.

Due to differences in the scale of local taxes in the various cities the tax adjustment computed using the average value can be slightly lower than the one using the real value. The difference depends on the city of residence and the level of pension and it can go up to 10% of the value of tax adjustment paid.

I have mentioned the problem to ISRP who has replied that the procedure is correct and the average is used following the agreement between ISRP and Italian tax authorities.

The position of ISRP cannot be accepted and the utilisation of the average creates discrimination for the pensioners resident in Italy and two pensioners with the same level pension after the addition of the tax adjustment and the deduction of taxes will end up with different net emoluments depending on the city of residence. The effect of the tax adjustment cannot go against the principle of same amount of pension after tax deduction for all residents in a country with the same seniority (grade, step, year of service). Any agreement between ISRP and the Italian tax authorities cannot go against the principle stated in rule 42.2.

After the reply of ISRP, the problem has been escalated to the AAPOCAD Chairman who will officially discuss the issue with ISRP.

At the time of writing this report the meeting with ISRP has not yet taken place but the AAPOCAD Members will be kept informed of the outcome of the discussions.

Yours sincerely,

Gianfranco Alvisi

LUXEMBOURG

Mr Fortunato IACONELLI

+352 399854

iaconelli@internet.lu

The main activity in 2017, as in past years, was to provide to answers to Members resident in Luxembourg requesting information related to the sickness insurance as well as to taxation and tax adjustments.

Presentations, for the yearly "Workshops for future retirees", at the NATO Support and Procurement Agency were held on 16th October 2017. There were around 50 participants. During the presentation I had the chance to brief former colleagues of the AAPOCAD'S activities and underline the importance for future pensioners to join our Association. The AAPOCAD leaflet with the application form was distributed to the participants. The briefing was well received.

Kind regards,

Fortunato Iaconelli

NETHERLANDS

Mr Nico DE BOER

+31 0299 690 529

nicodeboer@xs4all.nl

On the issue of the taxation of the pensioner of the Co-ordinated Organisations little progress has been made during 2017.

Also during 2017 the tax authorities continued to issue tax assessments, ignoring the fact that discussions have been held between representatives of NATO, ESA, Ministry of Economic Affairs, Ministry of Foreign Affairs, Tax Office, ARES (ESA pensioners), CNRCSA (NATO pensioners) and AAPOCAD with the goal to establish a uniform taxation system. The lack of response has been discussed at different levels and in 2016. ESA and NATO approached the Ministry of Foreign Affairs, the formal interlocutor between an International Organisation and the host country. The Organisations expressed their concern in respect to the non-uniform taxation of the pensions of former staff of the Co-ordinated Organisations and the total lack of progress to find a solution for this issue. After more than 18 months, the Netherlands authorities have still not responded. In the meantime, the tax authorities continue to issue tax assessments to the pensioners of the Co-ordinated Organisations which are not based on a uniform taxation system, leading to unequal treatment of the pensioners.

Apart from the issues mentioned above, I continued to reply to day-to-day questions of (future) pensioners. As in other years, most of the questions have been related to tax issues, social security issues and (re-) immigration. After some increase in requests for information over the last few years, the number of general questions and the number of tax-related questions have stabilised.

Sincerely,

Nico de Boer

SPAIN

Mr Robin Adrian FLOOD

+34 972 254 588

aapocad@dragonsblood.org.uk

There were two areas of interest for Spain in 2017. The first concerns medical insurance. I remind pensioners that where your former Organisation uses a third-party insurer such as GMC or CIGNA to administer their medical insurance scheme, the contractual obligations exist between the Organisation and the pensioner, and not between the third-party insurer and the pensioner. To give an example: where you enter into a dispute with the third-party insurer the matter must always be raised with Administration in your former Organisation. It is futile to complain to the firm administering the scheme as experience shows they do not have the interests of the pensioner as a priority.

Secondly, in dealing with the Spanish tax authorities it seems impossible to obtain a consistent answer from your local office, your province office and the central office in Madrid. In fact it is hard to obtain any sort of answer, but if you do it will almost certainly be different from the one other offices have given. A further problem is that the Spanish tax authorities refuse to take any notice of decisions made by Spanish or Catalan courts in favour of tax-payers. We have had examples where pensioners have refused to pay income tax, the tax office has prosecuted them - and lost the case - but then refused to apply the decision to other pensioners in the same position. These problems seem insoluble, although using a tax advisor in one of the principle cities who has good relations with the tax office may help.

Sincerely,

Robin A. Flood

TURKEY

Mr Yaşar KAYA

+90 532 487 4862

yasarkaya.1@gmail.com

I became the Regional Delegate for Turkey in June 2015. During the past two years my primary aim was to promote the Membership in Turkey by making the Association known to all pensioners in the region. With efforts towards this direction 15 new Members were gained within two years and the Membership in Turkey was improved by 55 percent.

I am happy to inform you that interest in pensioners' organisation AAPOCAD and its regional representation is rising among the pensioners. This growing interest also raised demands for a change in the regional representation.

I respected those demands and in response I resigned from the Regional Delegate position effective from 14 October 2017 to let a new colleague take over and serve the pensioners' community. On 17 October 2017, Mr. Kamil Erker was welcomed as the new Regional Representative for Turkey by the AAPOCAD Board.

Mr. Erker, who had prior experience in the local staff Association, is quite familiar with the procedures and matters related with active staff and the pensioners. I have full confidence that he will be able to make valuable contributions to the work done by AAPOCAD for the protection of the benefits of pensioners.

During past two years I worked with you, I learned a lot about the fight by AAPOCAD and met the people who are fighting to protect pensioners' benefits and rights. It was very educational for me and I thank you all for this. Knowing you and working with you was also a privilege for me. I hope our roads will cross again some time in future.

As the holiday season is approaching, I extend heartfelt good wishes to all AAPOCAD Governing Board Members and the whole pensioners' community.

Yours sincerely,

Yaşar Kaya

UNITED KINGDOM

Mr André DEUCHE

+44 1548 580 613

andredeuche@tiscali.co.uk

It is our sad duty to inform you of the death on 9 January 2018 of our colleague and friend André Deuche, Regional Delegate for the United Kingdom, after a long illness.

We extend our heartfelt condolences to his widow Anita.

Elections 2018

The mandates of 8 Governing Board Members expire at the time of the 2018 General Assembly. The available posts, by Organisation, are as follows:

NATO	3
OECD	2
CE	2
WEU	1
TOTAL	8

The names of the Board Members whose mandates are expiring are shown **in bold** in the table [opposite], which for convenience indicates also all the other existing Members of the Board.

Board Members whose term of office is ending and who would like to stand again and pensioners or their dependants who wish to be candidates for the Governing Board are all asked to complete the application form on the website.

Candidates should keep the presentation of their previous experience and of the reasons why they wish to be a Board Member short and concise, i.e., no longer than one-half typed page. This summary should be presented in English and French.

The form is available in English and French on the website under the section "Forms". If you wish to have a paper copy of the form, please contact the AAPOCAD Secretariat (+33 1 45 24 85 87).

- a) Your application form must reach the AAPOCAD Secretariat no later than the final deadline of **16th March**.
- b) The Bureau will verify that the applications are formally admissible, after which the table of the candidates and the positions to be filled will be prepared along with the ballots, which will be sent to you the week of **3rd April**.
- c) You must then choose how you wish to vote, i.e. either by post following the traditional procedure or electronically on the AAPOCAD website.

The practical instructions for voting by post or electronically will be sent to you together with the ballots.

- d) Ballots must be received by the deadline of **1st June**, and the votes will be counted later that week, with the results being announced at the General Assembly on **15th June 2018**.
- e) Any additional information will be sent to you together with the list of candidates and the ballot.

Thank you for respecting these deadlines.

Elfriede Lindner
Executive Secretary

MEMBRES ÉLUS DU CONSEIL D'ADMINISTRATION À FIN 2017 ELECTED MEMBERS OF THE GOVERNING BOARD AT END 2017

Les noms en gras indiquent le terme des mandats en 2018
Names in bold show mandates ending in 2018

Nom - Name	Mandats - Mandates 1 ^{er} -1 st	Fin-End
OTAN / NATO		
M. CORBELLINI	2015	2018
M. GOYENS	2015	2018
M. RUTTEN	2009	2018
M. IACONELLI	2007	2019
Mme LOBIN*	2016	2019
M. EMMETT	2011	2020
M. RODEN	2011	2020
Mme TEZCAN	2017	2020
OCDE / OECD		
Mrs LERCH	2009	2018
Mme LINDNER	2003	2018
M. HUGONNIER	2016	2019
M. VANSTON	2007	2019
M. GARROUSTE	2008	2020
M. MOORE**	2017	2020
ASE / ESA		
M. CAMPBELL	2007	2019
M. DE BOER	2007	2019
M. JAGTMAN	2016	2019
M. LE BER	2011	2020
M. VELDHUYZEN	2011	2020

Nom - Name	Mandats - Mandates 1 ^{er} -1 st	Fin-End
CE / CoE		
Mme BABOCSAY***	2015	2018
M. BOHNER	2012	2018
M. PARSONS	2016	2019
M. PALMIERI	2014	2020
UEO / WEU		
Mme BRISSET	2012	2018
M. DE GOU	2013	2019
CEPMMT / ECMWF		
M. ERLER	1995	2019
M. WOODS	2016	2019
EUMETSAT		
Mme HÖLLT	2016	2019
M. THIEM	2013	2019

* Membre de 2004 à 2010, réélue en 2016

** Membre de 2009 à 2015, réélu en 2017

*** Membre de 2005 à 2014, réélue en 2015

AUTRES MEMBRES DU CONSEIL / OTHER BOARD MEMBERS

PRÉSIDENTS D'HONNEUR/ HONORARY CHAIRS

M. BORIUS (OCDE)
M. WACQUEZ (OCDE)

VICE-PRÉSIDENT(ES) D'HONNEUR/ HONORARY VICE-CHAIRS

M. DIVOY (OCDE)
Mme DU VILLARD (UEO)
M. NEITZEL (OTAN)
M. SCHIMROCK (ESA)
M. SYNADINOS (OTAN)
M. VAN SCHENDEL (OTAN)

DÉLÉGUÉS RÉGIONAUX/ REGIONAL DELEGATES

Allemagne / Germany : M. NEITZEL (OTAN)
France : M. GAIN (OCDE)
Espagne / Spain : M. FLOOD (ESA)
Italie / Italy : M. ALVISI (ESA)
Turquie / Turkey : M. ERKER (OTAN)
RU / UK : VACANT

PRÉSIDENTS DES ASSOCIATIONS/ CHAIRS OF ASSOCIATIONS

M. COMBARIEU (UEO)
M. HEMBURY (OCDE)
M. SCHAPER (ESA)

General Assembly 2018 OECD (Paris, France)

The 2018 General Assembly and related events will take place from 14th to 16th June 2018 in Paris. The meetings will be held at the OECD Conference Centre.

Thursday, 14th June:

9.30 a.m. - 12.30 p.m.
2.00 p.m. - 5.00 p.m.

Meeting of the Bureau
Meeting of the Governing Board

Friday, 15th June:

10.00 a.m. - 1.00 p.m. and
2.30 p.m. - 5.30 p.m.

General Assembly

7.30 p.m.

Cocktail & Dinner in George Marshall Room of the OECD Headquarters

Saturday, 16th June:

8.45 a.m. – approximately 5.30 p.m.

Tour of the Château Vaux-le-Vicomte with a departure by bus from
Place de Colombie which is behind the OECD Headquarters

Hotels close to OECD

OECD has negotiated special rates with a number of hotels in Paris and Boulogne, close to OECD offices. Reservations can be made through HRS portal (Address: <http://www.hrs.com/>).

Hôtel Nicolo**

3, rue Nicolo, 75116 Paris
Tel: +33 (0)1 42 88 83 40 - Fax: +33 (0)1 42 24 45 41
E-mail: hotel.nicolo@wanadoo.fr
www.hotel-nicolo.fr

Hôtel Passy Eiffel***

10, rue de Passy, 75016 Paris
Tel: +33 (0)1 45 25 55 66 - Fax: +33 (0)1 42 88 89 88
E-mail: contact@passyeiffel.com
www.passyeiffel.com

Hôtel Best Western Victor Hugo***

19, rue Copernic, 75116 Paris
Tel: +33 (0)1 45 53 76 01 - Fax: +33 (0)1 45 53 69 93
E-mail: paris@victorhugohotel.com
www.victorhugohotel.com

Hôtel Gavarni***

5, rue Gavarni, 75116 Paris
Tel: +33 (0)1 45 24 52 82 - Fax: +33 (0)1 40 16 95
E-mail: reservation@gavarni.com
www.gavarni.com

Hôtel Murat***

119 bis, boulevard Murat, 75016 Paris
Tel: +33 (0)1 46 51 12 32 - Fax: +33 (0)1 46 51 70 01 E-mail:
hotel.murat@wanadoo.fr
www.paris-hotel-murat.com

Hôtel Les Hauts de Passy**

37, rue de l'Annonciation, 75016 Paris
Tel: +33 (0)1 42.88.47.28 - Fax: +33 (0)1 42.88. 99.09
E-mail: hotel@leshautsdepassy.com
www.leshautsdepassy.com

Registration Form
GENERAL ASSEMBLY 2018
15 June 2018
at OECD, Paris, France
Please fill out in capital letters and return to AAPOCAD
(See bottom of Page 1) before 31st March 2018

Name:..... First name: Nationality:.....

Address:

Tel.: E-mail:

Name of accompanying person: Nationality of accompanying person:

For Members of the Bureau and the Governing Board:

I will attend the meeting of the Bureau/Governing Board on Thursday, 14th June: YES NO

For all Members:

I will attend the General Assembly on Friday, 15th June: YES NO

I will attend the dinner on Friday, 15th June (Cost: € 85 per person): YES NO

Number of participants:.....

I will take part in the visit to Château Vaux-le-Vicomte on Saturday, 16th June: YES NO
(Cost for bus transfer, tour and lunch: € 100 per person)

Number of participants:.....

Total Amount:

We ask you to pay for the cost (according to number of participants) with your registration.
Please note that we cannot guarantee a reimbursement of expenses if you cancel less than 10 days before the date of the event.

How to pay:

- a) By cheque (only if you have a French bank account) to the order of AAPOCAD
- b) By bank transfer to the following account (mentioning "General Assembly 2018"):

Société Générale, Agence OCDE
2 Rue André Pascal, 75775 Paris Cedex 16
IBAN FR 76 30003 04994 00050260257 26
BIC-Adresse Swift : SOGEFRPP

Date:..... Signature:

Glossary of Co-ordination & Pensions

FORMER STAFF ASSOCIATIONS

AAPOCAD: Association of Pensioned Staff of the Co-ordinated Organisations and of their Dependants.

Its purpose is to bring together all pensioned retired staffs of the six Co-ordinated Organisations, excluding retired staff receiving only a "Provident Fund".

AAUEO: Association of Former Staff of the WEU

AIA: International Association of Former OEEC & OECD Staff

AIACE: Association Internationale des Anciens du Conseil de l'Europe (in French only)

AIACE: International Association of Former European Communities Staff

ANARCP: Association of NATO/ACE (Allied Command Europe) Retired Civilian Personnel

APE: Association of pensioners of EUMETSAT

ARES: Association of Retired ESA (European Space Agency) Staff. (ASE)

ARNF: Association of Retired NATO Agents in France

ARNS: Association of Retired NATO Civilian Staff and of their Dependents

CNRCSA: Confederation of NATO Retired Civilian Staff Associations

NOBA: NSPA (formerly NAMSA) Old Boys Association

CO-ORDINATION

Purposes of the Co-ordination system:

To make recommendations to the governing bodies of the six Co-ordinated Organisations relating to:

- Basic salary scales and the method by which they are adjusted, applicable to the staff categories and all the countries where there are serving staff or pensioners,
- The Pension scheme rules,

- The purpose, amount and method of adjustment of the various allowances.

CCR: Co-ordinating Committee on Remuneration

The future of our pensions and the correct application of the 1974 Pension scheme are, therefore, the subject of on-going discussion within the so-called Co-ordination system, which brings together delegates to the CCR proper (comprising some twenty Member countries) and representatives of the staffs and heads of the Co-ordinated Organisations (see below).

CRP: Committee of Staff Representatives from the six Co-ordinated Organisations (on which AAPOCAD is represented), which takes part in all Co-ordination negotiations.

CRSG: Committee of Representatives of the Secretaries-General of the Co-ordinated Organisations, which advances the views of the Secretaries-General in the Co-ordination negotiations.

ISRP: International Service for Remunerations and Pensions

This service, resulting from the merger of the JPAS and IOS, is charged essentially with:

- a) The management and monitoring of all matters pertaining to the remuneration of staff of the Co-ordinated Organisations (COs) and the Pension Scheme common to the COs;
- b) Providing the Secretariat of the Co-ordinating Committee, the CAPOC, and working groups of the CCR.

PACCO: Pensions Administrative Committee of the Co-ordinated Organisations (CAPOC in French)

This body is appointed by the CRSG for more technical work on subjects such as the Pension Rules. This is an administrative body but has sometimes called on AAPOCAD for its expertise.

PENSIONS

The paragraphs, which follow, consider, in very condensed terms, some provisions of the Co-ordinated Pension scheme adopted in 1974, which are of practical interest for pensioners. Naturally, reference will have to be made to the actual

Pension scheme rules for any details relating in particular to the establishment and calculation of rights to a pension and allowances. The Secretariat of AAPOCAD will, on request, supply a copy of any provision concerning our pensioners.

Right to a pension

Retirement pension:

Any permanent member of staff who has completed ten or more years actual service in one or more of the Co-ordinated Organisations is entitled to a retirement pension (for less than 10 years a "leaving allowance" is paid).

- Entitlement to a deferred pension: "entitlement to a pension" starts at the age of 60; if a member of staff retires before pensionable age, payment of his/her retirement pension is deferred until he/she reaches that age.
- Survivor's pension: the surviving spouse of a staff member who dies in service is entitled to a pension, provided they had been married to each other for at least one year at the time of the staff member's death (unless death results either from disablement or illness contracted in the performance of his duties or from an accident).
- Reversionary pension: there is entitlement to a reversionary pension for the surviving spouse:
 - Of a former staff member in receipt of a retirement pension provided they have been married for at least one year prior to the staff member's retirement;
 - Of a staff member in receipt of an invalidity pension provided they had been married when the invalidity was recognised;
 - Of a former staff member entitled to a deferred pension provided they had been married for at least one year when he/she retired.
- The pension payable to the surviving spouse of a member or former member of staff is 60% (i) of the retirement pension to which the member of staff would have been entitled while in service; (ii) of the retirement pension to which the former member of staff would have been entitled at the age 60 in the case of a pension deferred to that age; (iii) of the invalidity pension which was being paid to the former member of staff at the date of his/her death; (iv) of the retirement pension which was being paid to the member of staff at the date of his/her death.

Scales for the calculation of pensions

Pensions under our Scheme are calculated by reference to the basic monthly salary and the scale applicable to the country of the staff member's last posting. This is the basic rule, but if a former staff member settles subsequently either in a country of which he is a national or in a country of which his/her spouse is a national or in a country where he he/she has served for at least five years in one of the Co-ordinated Organisations, he/she may opt for the scale applicable to that country.

On the death of his/her spouse, a former staff member may, if he/she settles in the country concerned, opt for the scale applicable to that country or for the scale applicable to the country of which the deceased spouse was a national.

Once exercised, these options are irrevocable.

The salary scales for Co-ordinated Organisations staffs are on calculated in euros for the European Union countries, which have adopted the euro as their common currency.

Annual adjustment of pension benefits

AAPOCAD has consistently opposed the separation of the annual adjustment of pensions, as the Co-ordinating Committee had suggested, from the adjustment of serving staff remuneration. The Association has been listened to on this point and the CCR has confirmed that the link between adjustment of pensions and adjustment of remuneration is to be maintained, except for the new entrants.

The present adjustment method is set by the 171st Report of the CCR, effective 1st January 2007 and expires on 31 December 2012. A new method, fixed by the 211th Report of the CCR, will apply from 1st January 2016, with the possibility of extension to 31 December 2018.

On 1st January of each year, the adjustment of remuneration and, therefore, of pensions is, in accordance with this method, the product of the reference index and the national consumer price index for each country. With the reference index, which reflects changes, in real terms, in net remunerations in the eight national civil services chosen as reference, it is possible to measure changes in purchasing power. The annual adjustment therefore combines a purchasing power adjustment with an adjustment correcting for inflation (as measured by the national consumer price index). To this is added an allowance, albeit partial, for changes in purchasing power parities among the countries concerned, thereby making, if incompletely, for equal purchasing power between the different scales.

"Affordability"

The "affordability" clause was brought into the Co-ordination system for the first time in 1993 and was in effect invoked as early as 1994 by all the Organisations and has since been invoked five times by the OECD - with the consequent effects on the effective co-ordination of remuneration and pensions.

This clause, the definition of which is the responsibility of each individual Organisation, can be invoked by the Councils. It allows the adjustment due on 1 January to be postponed to another date in the year or even to be cancelled for the whole year.

"Tax adjustment" applying to pensions

The "tax adjustment" established by Article 42 of the Pension scheme rules is one of the provisions of the scheme which has been most fiercely defended by AAPOCAD over the last few years because some Member countries would purely and simply have liked to put an end to this system.

If this had happened, the real level of pensions would have been significantly and in some cases considerably lowered depending on each pensioner's tax position.

The Co-ordinating Committee has just recognised that the provisions of Article 42 cannot be touched and the

fiscal adjustment procedure has even been retained in pension schemes for new entrants.

The principle underlying the fiscal adjustment is as follows: as pensions are taxable (whereas they were originally calculated by reference to a non-taxable salary) an adjustment is allowed at the rate of 50% of the amount by which the pension of the individual concerned would have to be increased so that, after deduction of any national taxes on the whole sum, the balance is the same as the pension paid. The figure of 50% is due to a compromise reached between Member countries when the 1974 scheme was started because the theoretical adjustment should logically have been 100%.

In calculating the theoretical figure named above account is taken only of the statutory tax regulations affecting the tax base or amount of tax for all pensioned taxpayers in the country concerned; obviously no account is taken either of the individual tax position or the assets of the pensioner; or of income other than that paid under the Pension scheme, or of the incomes of spouses or dependants.

The ISRP works out for each Member state correspondence tables, which specify for each pension paid a figure for the adjustment to be added. These tables determine the recipients' entitlements.



In Memoriam for Jonathan Sharpe

Our colleague, friend and Vice-Chairman Jonathan Sharpe died on 23 April 2017 after courageously battling illness for many months.

During his long career at the Council of Europe he served as a lawyer-administrator and subsequently Head of Division at the European Court of Human Rights, before being appointed Deputy Director of Administration. In this last post his responsibilities included all matters relating to Co-ordination. On retirement in late 1998 he chose action rather than inaction, joining AAPOCAD and being appointed Secretary General of the International Civil Status Commission.

In AAPOCAD he became a Vice-Chairman and subsequently Honorary Vice-Chairman, and for many years was the association's legal adviser.

We remember Jonathan as a discreet, even-tempered, exquisitely courteous man, an independent and critical thinker with great powers of legal analysis.

To his widow Maria Rosa, whose grief we share, we extend our deepest sympathy.

John Parsons
Chairman

In Memoriam

On behalf of all the AAPOCAD Members, I would like to express my deepest sympathy and sincere condolences to the families and relatives of those who have left us this last year. These colleagues and friends will always be present in our memory.

The Chairman

ASE / ESA

Jeanine CHALVET	01-09-17
Yves CONAN	13-11-17
Karl-Heinz DAVID	22-07-17
Lars E. HANSSON	15-03-17
Helmut HEUSMANN	16-02-17
Donald H. HOWLE	25-03-17
Daphne JENKINS	23-06-17
Jean-François LAFAY	21-11-17
Gerrit LAGERWEIJ	04-06-17
Antonia Sofia MONS	20-06-17
Derek MULLINGER	29-12-17
Marie-Yvonne RIVOALEN	01-01-17
José SAVE	16-06-17
William SYDENHAM	03-07-17
Karen G. WIESENER	31-10-17

CE / CoE

Michel BOUTINEAU	08-11-17
Candido CUNHA	08-09-17
Theodor GRUBER	22-11-17
Madeline HELLIS	21-01-17
Colette KAMMERER	21-06-17
Carla MAGNONI	04-10-17
Roland SCHWOEGLER	07-01-17
Jonathan SHARPE	23-04-17

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Guy, Sylvio BIGAIGNON	02-05-17
Colette BOHM	06-03-17
Philippe DENECKER	04-10-17
Pierre DUGUET	05-03-17
Christiane FRAQUET	23-05-17
Helmut FUHRER	15-12-17
Andre GADAUD	25-07-17
Robert GALLEY	22-03-17
Christiane GUYMER	12-02-17
Lars HOLMBERG	02-07-17
Olande JACOBS	12-03-17
Frances Jill JUCKES	14-01-17
Pierre LABOUIERIE	26-09-17
Odette MARCHAND	21-08-17
Louis NOIR	11-02-17
Denise PAULY	12-04-17
Anne ROELANTS DU VIVIER	23-01-17

Micheline ROLLIN	05-08-17
Werner SCHULER	14-03-17
Silvia THOMPSON	20-07-17
Georgette TREIGNAC	11-03-17
Claude TROFF	01-02-17
Erwin VEIL	16-07-17
Omer WELKENHUYZEN	19-11-17
Susan WHITTINGHILL	04-07-17

OTAN / NATO

Niels BACHE	20-10-17
Steen BAERENTZ	03-11-17
John P. BETHELL	18-04-17
Armand BRECHT	29-03-17
Cesare BRUNO	03-07-17
Maurice DE CORNET	25-02-17
Marie-Thérèse DE SCHRYVER-CLERIN	10-09-17
F.A.O. EENHOORN	26-06-17
Sabahat EREN	11-07-17
Gerald FAMELAER	28-01-17
Gustave FRANCOIS	27-03-17
André Jules Ghislain GASIAUX	22-01-17
Efthimios GIANNIOTIS	18-09-17
Norman GOUNSE	15-10-17
Joseph HOLSTEIN	11-03-17
Efstratios IORDANOGLU	23-04-17
Jeanne LA PLACE-PETIT	03-02-17
André MARLIER	14-07-17
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Peter MINNS	03-05-17
Michel PINAULT	12-03-17
M-Th. PIOTROWSKI-GOSSET	27-10-17
Anne-Marie RIVAULT	21-03-17
Franco RIZZI	21-02-17
Per ROEST	27-11-17
Jan SENDEN	15-03-17
Elizabeth VAN DER STAD-JASPAR	05-03-17

UEO / WEU

Rocco CANNIZZARO	06-01-17
Marie-Louise CASAUBON	28-02-17
Jean-Louis CASTEL	21-10-17
Kenneth CHAMBERS	24-10-17
Paulette DIEUZEIDE	30-08-17
Suzanne KOWALSKI	03-11-17
Stuart G. WHYTE	13-10-17

New Members by Organisation

ASE / ESA

Ettore COLIZZI

Prinsengracht 504 C
1017 KH AMSTERDAM
Netherlands
etc@xs4all.nl

Elisabeth FRANK DE CUZEY

Via della Pelliccia, 8
00153 ROMA
Italy
tatoufrank@alice.it

Marianne HEUSMANN

Poelwaaidreef 7
2162 HC LISSE
Netherlands
marianne.heusmann@yahoo.com

Léo HENNESSY

Lokaertlaan 32
3080 TERVUREN
Belgium
leohennessy@yahoo.co.uk

Luitjens POPKEN

Rapenburg 27 - D
2311 GG LEIDEN
Netherlands
lpopken@web.de

Joachim SCHAPER

Seestrasse 46
83209 PRIEN AM CHIEMSEE
Germany
ujschaper@gmail.com

CE / CoE

Maria Dorota BLAZEJEWICZ

60 rue des Bords de Loire
Chennehutte
49350 GENNES VAL DE LOIRE
France
dorotafrance@gmail.com

Vincent, René BERGER

13, rue François Villon
75015 PARIS
France
vincentrberger@gmail.com

Andrew DRZEMCZEWSKI

40, rue Wimpheling
67000 STRASBOURG
France
a.drzemczewski@outlook.com

Mireille PAULUS

7 rue des Arquebusiers
67000 STRASBOURG
France
mireille.paulus@gmail.com

Henry SCICLUNA

49a, rue de la Carpe Haute
67000 STRASBOURG
France
nicoberyl@gmail.com

Richard, Clive TANNER

9, rue Eugène Carrière
67000 STRASBOURG
France
richard.tanner@orange.fr

Sheilah Margaret TANNER

3a rue du Dr. François
67000 STRASBOURG
France
sheilah.tanner@orange.fr

OCDE / OECD

Olivier ARNAC

Impasse de Paris
Campagne de Paris
83590 GONFARON
France
oarnac@aol.com

Hendrikus BLOMMESTEIN

53 avenue du Maréchal Lyautey
75016 PARIS
France
dr.hansj.blommestein@gmail.com

Lynley, Mary BONNIN

94, rue du Docteur Charcot
92000 NANTERRE
France
lynley.bonnin@free.fr

Brigitte CONSIGNY

38 boulevard Voltaire
75011 PARIS
France
consignybrigitte@orange.fr

Sylvie, Hélène COMPEYRON

37, rue Rémy Dumoncel
75014 PARIS
France
compeyronsylvie@gmail.com

Anne-Marie CARIOU

14, rue de Chatillon
75014 PARIS
France
dubparis@hotmail.fr

John Glyndwr EVANS

126 Quai Louis Blériot
75016 PARIS
France
jgevans@wanadoo.fr

Barbara FLIESS

16, Villa Saint Michel
75018 PARIS
France
bafliess@gmail.com

Trevor FLETCHER

31, avenue Ledru Rollin
75012 PARIS
France
trevormartinfletcher@hotmail.com

Jean-Marc GIRAULT

Lotissement du Gui
3 chemin des Ecouards
95150 TAVERNY
France
girault.jeanmarc@neuf.fr

Sue KENDALL-BILICKI

7 rue des Dunes
75019 PARIS
France
sbilicki@hotmail.com

Thomas KRISCHER

73, rue des Bas Rogers, Bât. B
92150 SURESNES
France
thkrischer@gmail.com

Lucy Dorothy KRAWCZYK

55 Hatchetts Drive
Woolmer Hill
GU27 1LY HASLEMERE
U.K.
ldkrawczyk@gmail.com

Vanda LINTOTT

38, rue de la République
92190 MEUDON
France
vanda.lintott@gmail.com

Martine MILLIET-EINBINDER

64, rue Laugier
75017 PARIS
France
martine.milliet@hotmail.fr

Alphonse, Félix OBERLE

108, rue de Benfeld
47230 WESTHOUSE
France
chris.ober@wanadoo.fr

Joan OLIVAR

60, rue Saint-Sabin - Cour
75011 PARIS
France
olivar.joan@gmail.com

Michèle, Simone PIC-DUGUET

5 Cours de la Trinité
13100 AIX-EN-PROVENCE
France
michelesimpic@yahoo.fr

Richard PARRY

26 Lausanne Road
N8 OHN LONDON
U.K.
richardjparry1@gmail.com

Anthony ROTTIER

8, rue Henri de Gondi
78870 BAILLY
France
anthonyjrottier@gmail.com

Catherine SARASSITIS

13, rue d'Issy
92100 BOULOGNE BILLANCOURT
France
cathy_sarassitis@hotmail.com

Jillian Mary SAUVALLE

26 rue des Peupliers
78960 VOISINS-LE-BRETONNEUX
France
jill.sauvalle@wanadoo.fr

Michael SIMMONDS

159, boulevard Murat
75016 PARIS
France
michael.simmonds@wanadoo.fr

Patrick VAN HAUTE

24 rue Pétrarque
75116 PARIS
France
patrick.vanhaute@gmail.com

Jane WARREN-PEACHEY

7 rue Baillou
75014 PARIS
France
janeuwea@gmail.com

OTAN / NATO**Richard BARFOOT**

Yew Tree Cottage
Broadmoor Common
Woolhope
HR1 4QY HEREFORD
U.K.
rick.barfoot@zoho.com

VERA BROEKAART - HARTOG

F. Hendrikstrasst 62
4586 AC LAMSWAARDE
Netherlands
vera.hartog@zeelandnet.nl

Roland BECKER

Am Dorbach 15
52076 AACHEN
Germany
rolandbecker487@gmail.com

Viviane BAUSTERT MASSINON

2 Juddegaass
L-8281 KEHLEN
Luxembourg
viviane.baustert@pt.lu

Mustafa CETINER

Caher Dudayej Bulvari
No. 138, Daire 4
35540 BOSTANLI-IZMIR
Turkey
mcetiner3@gmail.com

Ingrid DUCKWORTH-LANG

24 Begonialaan
B-3080 TERVUREN
Belgium
ingrid.lang@telenet.be

Levent DURGUN

Yesiltepe Blokleri N° 7/12
06510 EMEK/ANKARA
Turkey
durgun_levent@hotmail.com

Michel DESBOIS

Avenue des Vaillants 19
Boite 11
1200 WOLUWE SAINT-LAMBERT
Belgium
Berry_fr@yahoo.com

Victor DE VRIES

Westeinde 91-J
2275 AC VOORBURG
Netherlands
victordev@kpnmail.nl

Kamil ERKER

Cemal Gürsel Cad. 450/10
Karsiyaka
35540 IZMIR
Turkey
erker1@gmail.com

Adam FRANKEN

Borgansstrasse 3
52525 HEINSBERG
Germany
adamfranken@gmx.de

Friedrich FRANKEN

Rodebach str. 157
D-52538 GANGELT
Germany
ffranken@gmx.de

Natalino GIANGIULIO

Jülicher Strasse 6
52511 GEILENKIRCHEN
Germany
natalinogiangiulio@gmail.com

Yigit GÜCER

51-38 Aziz Nesin Bulvari
P-11 Blok
TR 35540 MAVISEHR IZMIR
Turkey
ygucer@yahoo.com

Hartmut HINZ

Römerstrasse 87
D-41844 WEGBERG
Germany
hartmuthinz@gmx.net

Elisabetta LAVAL

1, rue Emile Duclaux
75015 PARIS
France
elisabettalaval@gmail.com

Léon LANNOIS

37, route d'Arlon
L-8825 PERLE
Luxembourg
leon.lannois@gmail.com

Susan MADDEN

103, Avenue de l'Atlantique
1150 WOLUWE SAINT-PIERRE
Belgium
sue.madden@skynet.be

Alun MORRIS

Neerijsesteenweg 29
3061 LEEFDAAL
Belgium
familymorrisdecoen@hotmail.com

Luciano PIZZIOLLO

76, boulevard Napoléon 1er
L-2210 LUXEMBOURG
Luxembourg
luciano@pt.lu

Jürgen POBEHAJ

Leiendeckelstrasse 22
52134 HERZOGENRATH
Germany
juergen.pobehaj@gmail.com

Udo Kenneth SUMNER

An-der-Villa 4
52525 WALDFEUCHT-BOCKET
Germany
udo.sumner@gmx.de

Jean-Pierre SOULARD

10 Passage des Altises
95800 CERGY
France
jpsoulard@aol.com

Anne SAULT

10 Craykefields
YO61 3QJ EASINGWOLD
North Yorkshire
U.K.
the.saults@outlook.com

Annie SENDEN-THEUNISSEN

Kanunnik Van Nuysstr. 67
6451 BB SCHINVELD
Netherlands
anja.senden@ziggo.nl

Marco TAVERNELLI

Via Monfalcone 262
19123 LA SPEZIA
Italy
marcotave52@libero.it

Phillip WOOLLARD

8 rue des Roses
4955 BASCHARAGE
Luxembourg
woolflam53@gmail.com

UEO / WEU**Milena CANNIZZARO DI BELMONTINO**

25 rue Cino del Duca
75017 PARIS
France
andreina.musco@gmail.com

Proposals for Future Trips

Dear Friends,

I am pleased to inform you of the schedule of **trips for 2018**:

Oman & the United Arab Emirates

Dubai & Abu Dhabi – The opening of the Louvre – November 2018

If these destinations interest you, please fill in the form below and return it to us **as swiftly as possible** in order for us to send you the programme(s) & rates corresponding to your selection promptly.

I send you my regards.

RINO LO PRESTI - Tel: 06 25 63 75 42

calogero.lopresti@yahoo.fr



FORM TO RETURN

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or sandra.bonechi@hotmail.fr

NAME: FIRST NAME:

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TEL:

E-MAIL:

I am interested in the following trip(s):

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& United Arab Emirates

Dubai & Abu Dhabi