

ICRC STAFF ASSOCIATION DU PERSONNEL DU CICR

The Staff's Association is an independent Association. Its Executive Committee (COMAP) defends the interests and offers help to all staff members.

If you have a contract by ICRC headquarter:

Register online www.apcicr.org to join us!

Who we are

- ✓ **A financially independent Association**, thanks to the membership fees, with the aim of defending the interests of all ICRC employees (under Swiss contract);
- ✓ **With more than 2,500 members** from all professions and hierarchical positions, at HQ and in the FD meaning 60% membership rate;
- ✓ **Managed by a forum elected every three years by our members composed of [12 ICRC volunteers](#)** (4 working at HQ and 8 working in the Field) who make up the **COMAP**, the Staff Association's executive committee;
- ✓ **Supported by the permanent office** with two full-time employees (Ralph Morélot, permanent secretary and Elodie Pernici, communication manager).

What we do

General work-related issues, in the interest of all staff:

- ✓ **We defend and negotiate the staff regulations** (working and pay conditions set out in the Collective Staff Agreements for HQ staff and for Field mobile staff); we ensure that legal obligations (Swiss labor law) and Collective Staff Agreements are respected by the employer;
- ✓ **We are able to alert the employer** to the issues relating to your pay and working conditions, be they individual or specific to a staff category. We are able to rapidly find solutions on some issues and **we are maintaining an active dialogue** with the employer to solve the others.
- ✓ **We participate in different commissions with the employer to represent your interests** (staff commission, COMAP RH_DIR etc.)

Individual cases, exclusively in the interest of its members:

- ✓ **We confidentially advice and assist you on every individual specific issue** (e.g. rights and duties as an ICRC employee, conflict with colleagues or manager, right to appeal against a decision taken against you, etc.);
- ✓ **We can directly represent your interests** and intercede with HR or your hierarchical superiors if you want to.

We deal with nearly 400 individual cases per year.

NB : All staff members who join the Staff Association more than six months after starting an ICRC contract governed by Swiss law must complete a qualifying period of thirty days before they may receive one-to-one support and benefit from the legal protection insurance.

Why become a member

At individual level:

- ✓ **You benefit from confidential, individual assistance** when needed;
- ✓ **You benefit from a legal insurance** that covers labor lawyers advices and legal court fees in Switzerland, in case of a dispute with the employer over contractual issues;
- ✓ **You get an exclusive access to our website** where you can find key information about your rights and ongoing issues monitored by the COMAP; You receive our regular newsletter;
- ✓ **You can participate to our surveys to express your expectations** and help us better represent you.

At collective level:

- ✓ **You ensure that the voice of employees** will be relayed to the employer during any negotiations **and that your pay and working conditions will not be unilaterally imposed;**
- ✓ **You increase our leverage/bargaining power** in negotiations current and to come by being as representative as possible of the staff;
- ✓ **You are committed** to your 2,500 already members and colleagues who support our efforts for the benefit of all staff;
- ✓ **You ensure the Association's financial independence vis-à-vis the ICRC** and help grant its means for providing individual assistance and legal protection insurance for labor law related matters, for getting legal expert advice in view of negotiations with the Directorate and covering the permanent staff salaries and running costs.

Why join us now

In the coming weeks, the COMAP and the employer **will start a negotiation phase** with the aim of signing **new Collective Staff Agreements which will enter into force on January 1, 2024.**

Joining the Staff Association is the best way to make your voice heard, to stay in the loop about the ongoing discussions and be kept updated via our website and regular newsletters.

Now, it's time to support the COMAP who defend your interest!

How much is it?

Less than CHF 17.- per month, be CHF 200.- per year.

Simply go to www.apcicr.org and register online!

Do not hesitate to contact Elodie Pernici at the Staff's Association: Int 25 15 - comap@icrc.org - Office at Geneva HQ T-00-09