

CERN ***Work-Life*** ***Balance***

***Conference of the Staff Associations
of International Organizations
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Special Leave

● Family situation

R II 4.23

■ Maternity

- ◆ 16 + 3 weeks + 4 weeks for breast-feeding

R II 4.24

■ Paternity

- ◆ 6 days + 3 days for multiple births

R II 4.25

■ Adoption

- ◆ 15 weeks

R II 4.26

■ Parental

- ◆ 3 months without salary

R II 4.29

■ Solidarity

- ◆ 3 months without salary to care for a close relative

R II 4.28

■ Family events

- ◆ Marriage, birth of a child
- ◆ Death of a spouse, child, mother, father

R II 4.27

■ Illness of a close relative or a child

- ◆ 7 days per year in event of serious illness
- ◆ Medical certificate needed
- ◆ + 5 days if single mother or father for a serious illness of a dependent child

5 yearly-review 2005

Not up-to-date

~~Administrative Circular 21 (AC 21)~~

Special Leave (2)

- Administrative situation

AC 21

R II 4.35

- First removal

- ◆ One day to perform removal formalities and installation

R II 4.34

- Long service leave

- ◆ 5 days after 25, 30, 35, 40 years of service

- Training leave

- ◆ At DG's discretion, but in general 5 days for training in area of competence

- To compensate for shift work

AC 22A

- ◆ Before 1st January 2000 : award of additional periods of membership to the Pension Fund for a maximum of 5 years

AC 22B

- ◆ After December 1999 : 22 days of leave per year for a maximum of 27 years after the first 3 years of service as a shift worker.

Special Leave (3)

AC 21

Previous scheme

- **Saved leave R II 4.34**
 - 1995 during the 5YR Staff Association negotiated RSL scheme to help the organization increase recruitment to construct the LHC
 - Staff may exchange 9% of salary + 1% (granted by Organization) for leave
 - Max 22 days (4 slices) accumulation possible without time limit
 - 2005 (5YR) change by DG: Accumulation max 44 days over 2 years (short-term leave)
 - Long-term leave scheme (not yet finalized: DG / SA discussions)
- **Annual closure of the Organization R II 4.38**
 - Six days of paid leave at dates set by DG
- **Professional reasons R II 4.32**
 - Professional research and development work
 - Outside lecturing and teaching
 - Work at other international organization, national laboratory,...
- **Personal convenience**
 - Less than one month
 - ◆ Remain member of the pension fund and health insurance system
 - ◆ Bear the full cost (own and organization)
 - One month or more
 - ◆ Has the choice to remain or not a member of the pension fund and health insurance system
 - ◆ No annual step increase for less than four months' work during the reference year.

1980 in
compensation for no
salary increase

Not more than
6 cumulative
years

Part-time & work at home

● Part-time

- Between 50 and 90% of 40 hour week
 - ◆ Difficulties with pension fund and health insurance system
 - ◆ At discretion of supervisor and hierarchy
 - ◆ Not easy for all women to take Wednesdays off

● Work at home

- One day per week is accepted, but special conditions and specific job
 - ◆ No indemnities provided (electricity, heating, ...)
 - ◆ No working material provided (except laptop)
 - ◆ No internet connection provided

CERN Clubs



About 50
CERN clubs

- Organization

- With specific rules and regulations

- Membership



- Accessible to everyone working on the CERN site

- ◆ Staff members

- ◆ Fellows

- ◆ Students

- ◆ Staff of external companies



- Family members, friends,...

- Annual membership fees

CERN Clubs (2)

● Facilities

- Housed on CERN site
- Club Coordination Committee under Staff Association supervision, who provides subsidies
- 20 buses every weekend during the winter for the ski club
- Large installations on the CERN site with large antenna for the amateur radio club



CERN on-site Kindergarten

CERN - Staff Association convention

647 / ADM

● Overview

- On CERN site for more than 40 years
- Large garden with building of 550 m²
- 220 school places available 5 days / week from 8:00 am to 6:00 pm
- 26 qualified staff
- In conformity with Geneva SPJ rules
- Canteen service available for 60 children with supervision during lunchtime (from September 2008)
- Follows the calendar of the Geneva school year



5 YR 2005

CERN on-site Kindergarten (2)



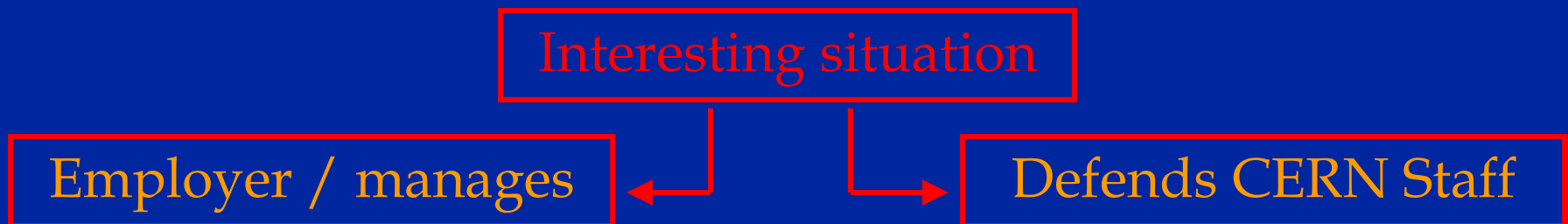
New
building
220 m²



CERN on-site Kindergarten (3)

● Staff Association responsibilities

- Employer of 26 staff under Swiss law and cantonal regulations
- Runs the kindergarten and drafts its rules
- Financial responsibilities regarding CERN
- Regarding the Swiss authorities (SPJ)
 - ◆ safety
 - ◆ education programme



CERN on-site Kindergarten (4)

● Financial conditions

- Between Staff Association and CERN :
- Private kindergarten
 - ◆ parents pay 1280 CHF / month for full day
 - ◆ canteen 18 CHF / day
- Special fees for parents with low salaries & kindergarten staff
- CERN subsidy 10% of total budget
- Staff Association 2% of total budget and support
- Reimbursement of school fees by CERN (education grant).

Kindergarten budget : 1.1 MCHF

Off-site CERN Crèche

- Twenty places available
 - For infants and young children (2 months to 6 years old)
 - 2000 CHF / month for 5 days / week
 - Close to CERN but not as practical as kindergarten
 - CERN subsidy to reserve 20 places
 - From 1st September 2008
 - No reimbursement of crèche fees by CERN for children less than 3 years old.

Only infant allowance : 5 YR 2005

Competition with the kindergarten



Conclusions

CERN Staff Association is clearly playing an active part to improve the work-life balance of its staff

- Many proposals were made during 5YR discussions and negotiations
- For the near future, after the canteen obtained in 2007, the Staff Association plans for an on-site crèche

But

- Negotiations and discussions take a very long time

And

- The timing is very important to have a chance of success

You need to have one or two precise proposals to push forward at the right time

END

I am available for any questions or further information

Joel LAHAYE
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