CERN
Different employment termination methods

Conference of the Staff Associations of International Organizations
17-18 September 2009

CSAIO / CAPOI 10
Investment European Bank (IEB Luxemburg)
Outline

- CERN employment contract types
  - CERN staff employment contract
  - Fellows
  - Project associates
  - Users
  - Manpower evolution

- Manpower plan

- Outsourcing
  - History
  - In sourcing
  - Present situation

- Consequences
  - On Work
  - For peoples
  - On facilities and material contracts

- Termination formalities and rights
  - Overview
  - Staff Association responsibilities
  - Financial conditions

- Conclusions
**CERN employment contract types (1)**

- **CERN Staff employment contract**
  - LD (limited duration contract)
    - 5 years and then leave CERN without possibility to have an indefinite contract on this post
  - IC (indefinite contract)
    - Permanent contract after 1 year

- **Fellows**
  - Doctoral students
  - Technical students

- **Project associates**
  - Staff coming from university or laboratory to work on specific project
  - Mostly coming from west European countries with their own country salary and health insurance scheme.

- **Users**
  - Mostly physicists & scientists

**Probation period:** 1 year

**MARS:** Merit Appraisal & Recognition Scheme
CERN employment contract types (2)

- Manpower evolution

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<tr>
<td>2005</td>
<td>7156</td>
<td>8401</td>
<td>9210</td>
<td>9947</td>
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<tr>
<td>100 %</td>
<td>100 %</td>
<td>117.4 %</td>
<td>128.7 %</td>
<td>139 %</td>
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Increase of 39 % in 4 years

<table>
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<th>CERN Staff International civil servants</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
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<tr>
<td>2005</td>
<td>2635</td>
<td>2645</td>
<td>2544</td>
<td>2400</td>
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<tr>
<td>100 %</td>
<td>100 %</td>
<td>100.4 %</td>
<td>96.5 %</td>
<td>91.1 %</td>
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Decrease of 9 % in 4 years
Manpower plan (1)

Enlarge directorate meeting August 2009

From 2006 white paper: 2250 FTE

Keep a critical mass of experienced staff (IC)

70 IC / 30 LD → 80 IC / 20 LD
Manpower plan (2)

Staff number in 2009/10

- Previous Budgets: 2250 FTA
  - 70% FTNA
  - 30% IC

- 2009 Budget:
  - 80% FTE
  - +100 LD
  - +300 IC

IPSAS

RSL
SLS
PRP
Outsourcing (1)

- **History**
  - Reduction of CERN Staff from years 1980 (3500 staffs to 2250 staffs)
  - Replacement by people coming from private companies in “Regie”
  - Mixed team with CERN staff and private company staff
  - 1990 years Outsourcing of whole service units
    - Outsourcing of non core activities
    - Facilities management contract to supervise and control private companies
  - 2001 – 2003 Juridical problems (EPFL has the obligation to in source peoples)
  - New field support unit to solve the juridical problem of missing Staff
  - 2003 new CERN Staff contract type for lower categories of staff
Outsourcing (2)

- **In Sourcing** (200 peoples LD & FT – IC contract)
  - Reviewing of core and non core activities
  - Introduction of new CERN staff contract type (LS: Local Staff Contract)
  - New career paths AA
  - Lower financial conditions for career path AA, A, B (minus 6%)
  - Removing of several indemnities like education grant, non-residence allowance, etc...

- **Present situation**
  - 2005 abolishment of Local Staff contract type but financial condition stay lower than 2003
  - Field support unit always in place
  - Outsourcing of non core activities like cleaning, site security, building maintenance, ...
Consequences (1)

- On Work
  - Lower efficiency
    - High turn-over of people in private company
    - Need a lot of meeting to explain and to solve problems
    - Bad work due to non qualified peoples

- For peoples
  - Lower salary
  - Bad career evolution
  - Changing of employer without indemnities and seniority
Consequences (2)

- On service contracts
  - Call for tender every 5, 6 or 7 years
  - Paid on material budget (peoples are like material !!)
  - Before 2008 “moins disant” now “mieux disant”
  - Difficulties to precisely specify the job
  - Needs a lot of people to control and to evaluate the results
  - Extra costs like administrative tasks have to be taken into account in the final cost
Termination facilities & right (1)

Overview

- Like states
  - Unemployment indemnities during 14 months (AC 14)
  - Health insurance system during 12 month paid in totally by CERN if you are unemployed (on request)
  - Children and family allowances
  - Spouse’s Work permit Ci is invalid the day your contract ends
  - after the end of your contract you may stay in CH more 3 months (like a tourist)
Termination formalities & rights (2)

- Overview
  - Like employer
    - End of contract indemnities (AC 30)
    - Reinstallation indemnities
  - Pension fund
    - Transfer value
    - Deferred pension at 65 years old
Termination formalities & rights (3)

- **Staff Association responsibilities**
  - **Help Peoples**
    - To leave CERN in good conditions
    - To protect their rights
    - With juridical assistance if needed (internal appeal or TAOIT only for CERN staff)
  - To give information before
    - End of contract CERN Staff Association document
  - Collective meeting with French and Swiss unions every month
    - To avoid conflicts and solve problems
    - To pass information to CERN purchase management and contract manager
Termination formalities & rights (3)

- Financial conditions

  - 60 weeks of unemployment indemnities at 70 to 80% of a maximum salary of 8100 CHF
  - Reimbursement of 900 CHF for health insurance contribution for the whole family (on request)
  - Transfer Value (14.7% of your last monthly salary multiply by the number of months you stay at CERN)
  - End of contract indemnities
  - Reinstallation indemnities

(ND: 0 to 5 months of basic salary with min Ca0 & max Eb5)
Conclusions

CERN Staff Association is clearly playing an active part

- To limit the outsourcing politic of the management
- To limit the multiplication of different CERN contract type
- To propose solutions to reduce the decrease of CERN Staff with pro-active proposal like RSL scheme and in sourcing request showing the financial and operational gain
  
  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

Thank you for your attention

I am available for any questions or further information

Joel LAHAYE
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RSL – SLS 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)