COVID-19 is not Business as Usual!
COVID-19  |  first round

- Lock down March 23
- Activation of the crisis management mechanisms
- Introducing flexible arrangements (TW, Special Paid Leave, MPA, doctoral student support)
- Possibility to TW from home station under conditions
- Very gradual return to site (see graph)
- Liaising with host states, medical authorities, other OIs, Staff Association in the crisis team and close contact discussions
- Strong implication of the medical service to inform staff on medical aspect, quarantine (staff / family members)
- Fire fighters on the deck to help local emergency services
- Delivery of protection materials and hydro-alcoholic solution

CERN has demonstrated high implications, flexibility and responsiveness in the first round COVID crisis. Staff Association also answer a lot of questions and compile remarks & comments
Continue concertation process & Staff association heavy implication regarding COVID-19 Staff Association contribution

Some turbulences during Summer time Management position versus SA position

50% TW maximum in September
Must TW 60% from October 20th
New decision starting from 2 Nov 100% TW when allowed by the service

SA always asked for TW total flexibility from 0 to 100%
SA always asked for TW of 10 days before and after Christmas

Although never invited in ED meetings except the 23rd of June
CERN COVID-19 instructions (May 5, 2020)

- On-line training to all staff to be granted site access
- Minimum distance 2 m
- Surgical mask T1
- Specific hygiene measures
- PPE in restricted spaces
- Quarantine for returnees from high-risk countries
- No official mission allowed (some exceptions)
- CERN = French + swiss countries areas restrictions (red zone)

CERN adopt the highest standards in matters of safety from both host states. CERN site crosses the French-Swiss border. Need to have consistent measures on the entire site.
CERN Clubs whose activities take place off the CERN site (not including the CERN barracks which are considered as part of the CERN Meyrin site) may continue their activities so long as they commit to and are in compliance with the Host State regulations regarding COVID19.

On-site CERN Club activities (on Meyrin and Prevessin sites, including Barracks) are suspended until further notice.
September – large exchange with the Head Office of the HR department concluding in concertation regarding:

- Keeping both Memos on teleworking and special leave with remuneration

Extensive and regularly discussions regarding the Absence Table, still in evolution

https://cds.cern.ch/record/2712801/files/AbsenceManagement-Table.pdf

Main questions treated: teleworking during quarantine in case of “Urgent family reasons” covers either:

- “imperative” reasons which are already defined in current framework (documented by a certificate) - Death of a close relative (R II 4.28) - Serious illness of a close relative requiring the member of personnel to be with the relative concerned (Art. R II 4.27) or
- other “urgent/important” reasons (documented by a declaration (email) addressed to the supervisor with the reason for travelling, person visited, destination and dates of the travel) - Close relative with a health condition requiring assistance - Joining parent/spouse/partner/child at their place of residence

Travel for urgent family reasons must be discussed with the supervisor beforehand.
COVID-19

Donation of leave

• This option exists since the results of the last 5YR
• Not in an Administrative circular but mentioned in the admin e-guide
• The Staff Association has been asking for months for this possibility to be used much more flexibly

For MPEs who found themselves in difficult situations please contact HR department and the Staff Association

1200 leaves are left every year

Applicable to: Boursiers, Titulaires

Généralités

Le don de congés est un mécanisme permettant à des membres du personnel employés d’offrir sur une base volontaire un ou plusieurs jours de congés annuels à un membre du personnel employé, parent d’un enfant gravement malade ou dont le conjoint/partenaire est gravement malade.

Procédure

1. Bénéficier d’un don de congés

La possibilité de bénéficier d’un don de congés annuels s’adresse à un membre du personnel employé assumant la charge d’un enfant ou d’un conjoint/partenaire atteint d’une maladie ou victime d’un accident d’une particularité gravité rendant indispensables une présence soutenue et des soins contraignants.

La gravité de la situation médicale, ainsi que le caractère indispensable de la présence du membre du personnel aux côtés de son enfant ou de son conjoint/partenaire sont attestés par un certificat médical détaillé établi par le médecin qui suit le membre de famille concerné.

Pour bénéficier d’un don de congés, dans la limite de 30 jours maximum par année de congés, le membre du personnel doit avoir épuisé l’ensemble des possibilités de ses congés rémunérés (annuels, compensation, SLS ancien système, STSLS et LTLS).

Les personnes souhaitant bénéficier d’un don de congés doivent prendre contact avec leur Conseiller en Ressources Humaines (HRA). Chaque situation est ensuite examinée en collaboration avec le service social et le service médical du CERN.

2. Donner un ou plusieurs jours de congés

Lorsqu’un membre du personnel se trouve dans la situation décrite au paragraphe 1, un appel au don de congés est organisé dans son département. Les membres du personnel employés ayant accompli une année de service et souhaitant offrir un ou plusieurs jours de congés le signalent au moyen du formulaire mis à leur disposition dans l’appel au don.

Seuls les congés annuels peuvent être donnés, dans la limite de cinq jours par donnant et par année de congés, sous condition que le donneur dispose d’un avoir suffisant de jours de congés annuels.

La gestion des congés correspondants est ensuite effectuée par le service des congés.
COVID-19  |  at CERN (October)

CERN Medical Service Hotline put in place on 8 March

There has been no onsite transmission of coronavirus on the CERN site

Medical Service took care of all COVID-19 cases (confirmed and suspected):
- Assessing health state of caller / family member versus medical protocol
- Advise to contact the family doctor if COVID suspected
- If no family doctor, Medical Service takes care of the follow-up
- Regular contact with all – confirmed and suspected COVID cases (highly appreciated)
- Keeping contact with hospital

370 persons with symptoms to-date:
- 54 tested positive (incl 11 contractors)
- 236 tested negative (incl 31 contractors)
- 11 suspect cases
- 69 suspected cases unable to be tested during confinement

Of the 370 persons in isolation:
- 231 MPEs
- 96 MPAs
- 43 Contractors

Yesterday update: 167 members of the personnel (MPE and MPA) and 37 contractors / temporary personnel have tested positive for COVID-19.
COVID-19 | Staff Association impressions

- CERN personnel and community demonstrate their commitment to the Organisation
  - Operating on site with a daily evolving COVID situation is very difficult
    - Decisions cannot satisfy all but
      - Flexibility is key
    - Concertation needed more than ever
Conclusions

Health and safety
Are
key words
in such pandemic situation

Thank you for your attention

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