

CERN

Different employment termination methods

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CERN employment contract types (1)

● CERN Staff employment contract

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

Probation period
: 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 conditions and health insurance scheme.

● Users

- Mostly physicists & scientists

MARS : Merit Appraisal & Recognition Scheme

CERN employment contract types (2)

- Manpower evolution

Fellows, Project Associates and Users			
2005	2006	2007	2008
7156	8401	9210	9947
100 %	117.4 %	128.7 %	139 %

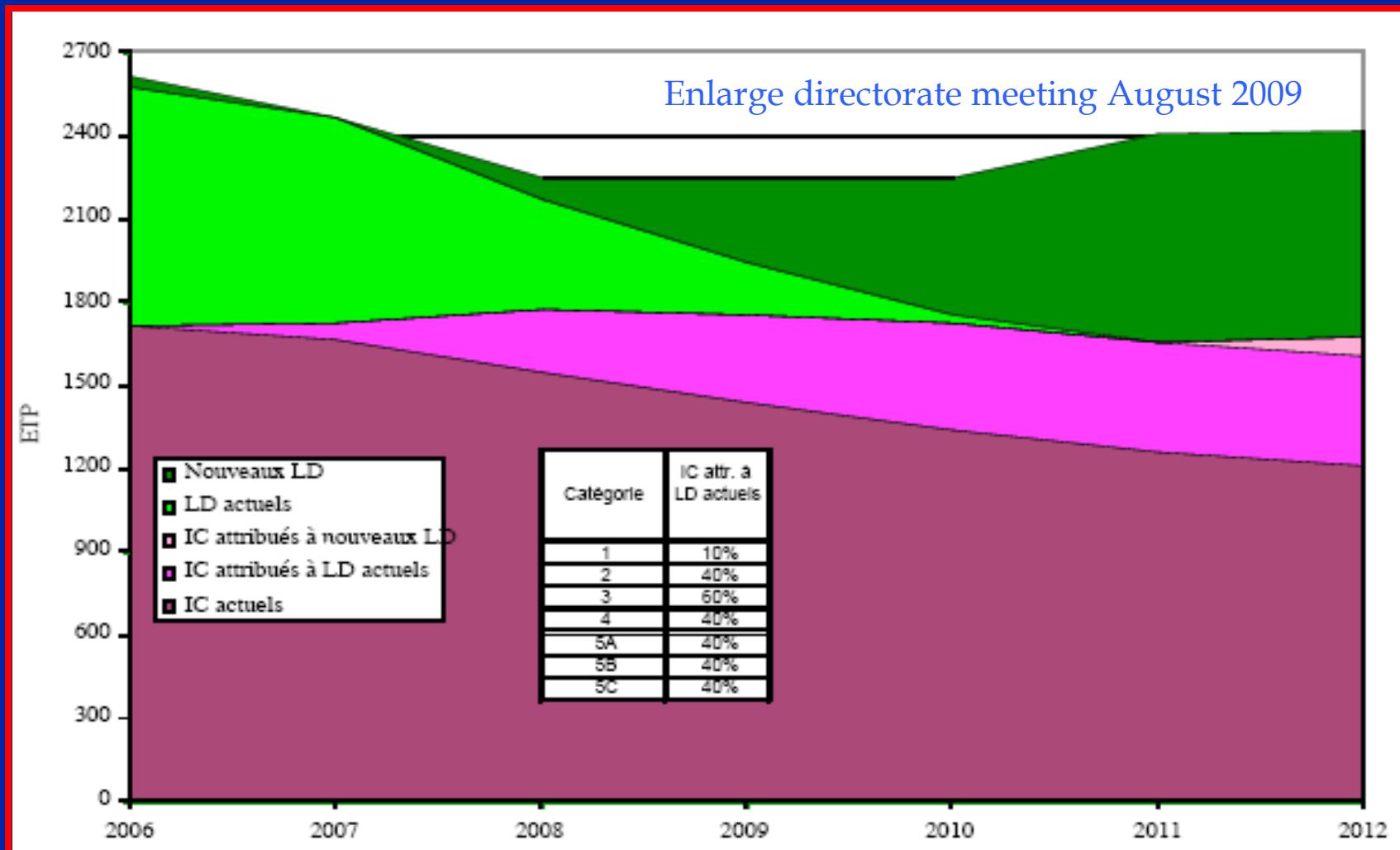
CERN Staff International civil servants			
2005	2006	2007	2008
2635	2645	2544	2400
100 %	100.4 %	96.5 %	91.1 %

Increase of 39 % in 4 years

Decrease of 9 % in 4 years



Manpower plan (1)



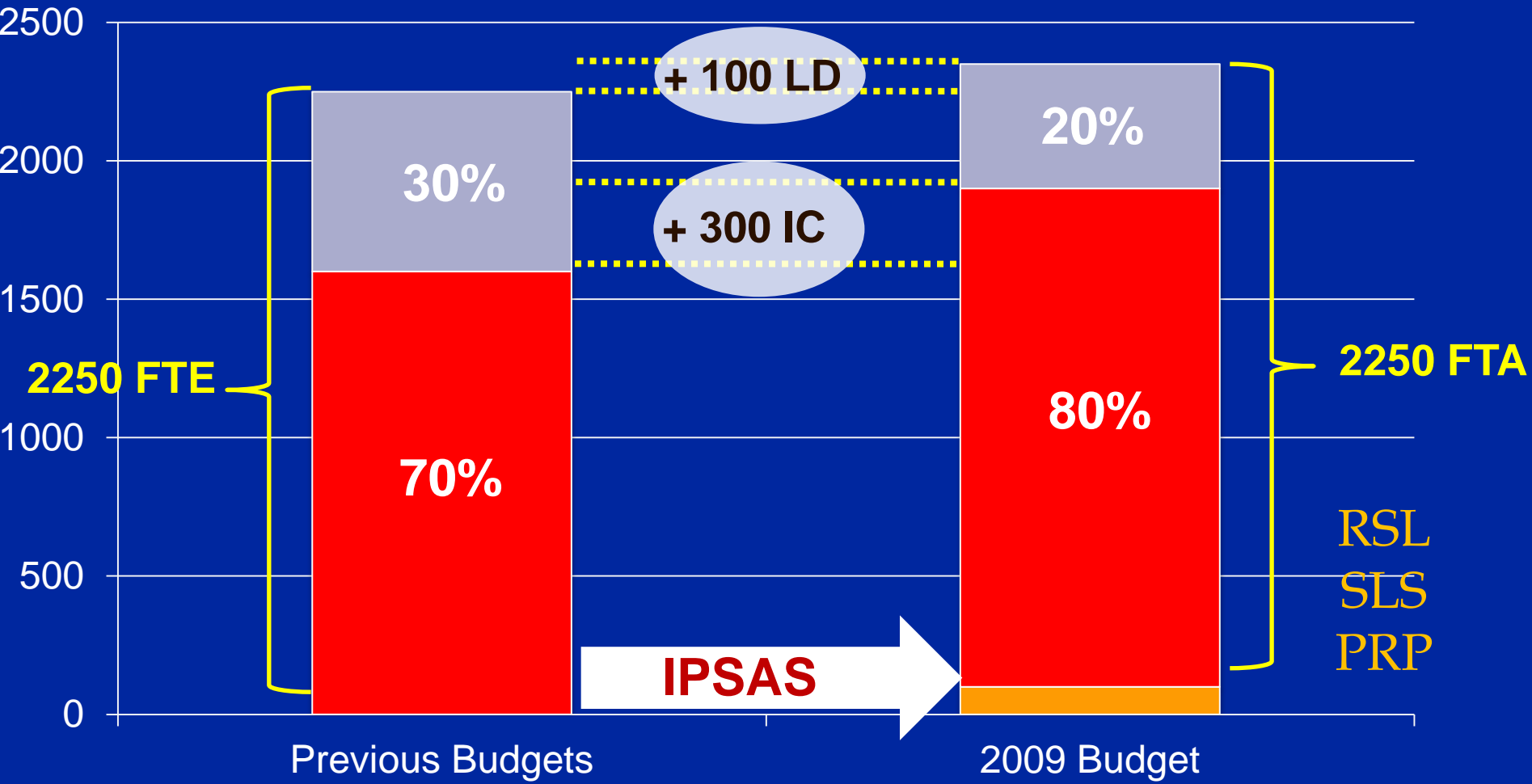
From 2006 white paper : 2250 FTE Keep a critical mass of experienced staff (IC)
 70 IC / 30 LD → 80 IC / 20 LD

Manpower plan (2)



Staff number in 2009/10

■ FTNA ■ IC ■ LD



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 month you stay at CERN)



- End of contract indemnities
- Reinstallation indemnities

EOC indemnities

REinstall indemnities

(LD : 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)