

Organizing my working life

Parenthood

Events	Duration of absence	
Maternity	Extended maternity leave	CPAM maternity leave + 4 additional consecutive weeks paid at 100 %, (or 1 day/week over 5 months)
	Part-time following maternity/adoption/paternity leave	<ul style="list-style-type: none"> • Possibility of part-time work at 80 % paid at 90 % for 6 months (to be taken before the child's 3rd birthday). • Possibility of contributing on a full-time basis pension plan (provided the employee pays his or her own share) • Salary impact: -10 % in remuneration
	Paid absence for examinations/treatment related to birth or procreation	<ul style="list-style-type: none"> • Duration according to medical advice • Concerns mandatory medical surveillance appointments • Parent 2 benefit from 3 absences
Paternity or childcare	For any person sharing the employee's home with an engaged life-threatening condition, or serious/incurable illness in the advanced phase	<ul style="list-style-type: none"> • 25 calendar days (32 days for multiple birth) • Schneider supplements the Daily Allowances of CPAM • The first 4 days are mandatory and must follow the leave of birth. The remaining days can be split, up to a limit of 6 months after birth.
	Additional quarters for children for retirement	<ul style="list-style-type: none"> • 6 quarters per child for the mother + 2 trimesters per child to be allocated by choice between the parents • The request must be made when the child is aged between 4 and 4.5 years
Hospitalization of a child	Immediately after birth	2 to 30 days max
	Under 16 years	5 days max per calendar year, splitable
Disease / disability	Sick child ≤ 16 years old	<ul style="list-style-type: none"> • 4 days max per calendar year (paid at 50 %) • 5 days if the child is less than 1 year or if the employee is responsible for at least 3 children under 16
	Disabled children	Special leave for regular medical check-ups
Schooling (SEI-SEF agreement)	First day of school year child, child ≤ 12 years old	2 hours (1/2 day for those working according to contract by days rather than hours)
Additional paid leave (SEI-SEF agreement)	Leave per dependent child aged under 16 (parent 1 and 2)	<ul style="list-style-type: none"> • 1 day per year per child For employees who already have 2 days per child, extension until 31 May 2027 • 2 days per year and per child for single-parent family