

Organizing my working life

Helping situations

Needs	System	Duration	Salary impact	Validation
Time	Therapeutic learning leave in the event of the announcement of a disability or chronic pathology for a child	5 days	None	HRBP
	Hospitalisation of a child immediately after birth	2 to 30 days max	None	Payroll specialist
	Childcare leave when caring for a dependent child aged under 20 which obliges the employee to temporarily stop working or reduce their working hours	maximum 310 days over 3 years (half days possible) Renewable	Yes, with no additional compensation paid by Schneider Electric	Request to be made to the manager 15 days in advance
	Assistance to support someone close to you medical appointments (including caregivers)	2 half-days	None	Manager, then typed by the payroll specialist
	Leave for caregivers (AJPA, Caregiver's Daily Allowance, CAF) to help a loved one suffering from a serious illness, a disability, the victim of an accident or in a situation of dependency. 1 time max in the employee's career	3 months max, renewable 1 time Splittable	Schneider gives a supplement of €40 per day during a maximum of 66 days	PayLink, Manager validation
	Family solidarity leave (AJAP, Daily Accompanying Allowance, CPAM) to accompany a loved one sharing the employee's home, at the end of their life or with a critical prognosis	3 months max, renewable 1 time Splittable	Schneider gives a supplement of €40 per day during a maximum of 22 days	PayLink, Manager validation
	Global Family Leave Policy for emergencies or critical situations	2 weeks (10 days) per year, not necessarily consecutive Renewable each year	None	Special support committee comprising the inclusion team and social workers
	Donate days between employees for caregivers in the same legal entity as the donor	Max 5 days per year	None	HRBP
Flexibility	Working from home with special conditions Adjustment to working hours	Case by case	Not necessarily	Manager and HRBP
Financial	Early release of the PEG as a caregiver	NA	NA	BNP Paribas
	Social benefits MESE, Klesia, AGIRC ARRCO, to complement for the difference payable and be able to continue treatment	NA	NA	Social committees
Information, support, exchanges, respite, home support	Site social worker, CLIC, Ma Boussole Aidant, specialised associations, MESE via IMA, Klesia, AGIRC ARRCO, Baluchonnage, CCAS, Via Trajectoire, etc.	Consult organisation websites		

The type of assistance depends on the relationship to the person needing care: dependent child, living under the same roof, ascendant, descendant, brother, sister, friend, in-law, cousin, uncle, nephew, etc.

