

The Employees' Guide 2024



Schneider Electric CFTC
Partner of your Professional Life

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This document refers to Group agreements (SEI-SEF + subsidiaries in France) unless otherwise stated

Your Annual Performance Review (EAP), a major challenge for your career

✔ Preparing for you interview (TalentLink tool)

- Take the time to present concrete examples of your accomplishments
- Seek advice from the people you have worked with

The law provides that EAPs be made in French. Claim its application if you are not comfortable in English.

✔ Argue your case

Objectify your results qualitatively and quantitatively, including those related to behaviour

If an objective is not achieved, recall the unfavourable context, emphasize the time spent and your efforts, or even negotiate the removal of this objective

✔ Negotiate your salary and (if applicable) the personal components of your STIP

Argue on the basis of your results and a potential wage gap

✔ Don't leave your EAP without understanding the appraisal

In the event of disagreement, use your right to reply in writing afterwards in the form

✔ Participate in setting your objectives in line with of your interests

- Limit them to 3-4 max
- Ensure that they are personal, quantifiable, and achievable within the given time frame
- Throughout the year, the objectives may change in agreement with your manager. If one of them can no longer be achieved (e.g. project interruption) do not forget to delete it !
- Tackle your workload: to be adjusted according to the means allocated, a guarantee of reaching your objectives and safeguarding your health.

■ EAP should evolve to consider employees working in Agile mode

- At the squad level, there are collective and individual objectives with performance measured at each release (3 months)
- At the level of the chapters, there are development objectives and the evaluation takes into account feedback from the squads and the leagues
- At league level, alignment with the product owner and the scrum master on the squad's objectives is key (definition of strategic objectives and associated KPIs)

In the event of a «non-performing» assessment, contact your trade union as soon as possible, as firing on grounds of professional incompetence is to be feared

Highly efficient	Efficient	Competent	Non performant
>140%*	>90%*	<90%*	<40%*
Exceptionnal performance, exceeding objectives.	Good performance, with achievement of all objectives.	Some unfulfilled objectives. Implementation of an action plan to close the gaps.	Significant performance gap Implementation of an improvement plan with an assessment of the progress made in 3 to 6 months.

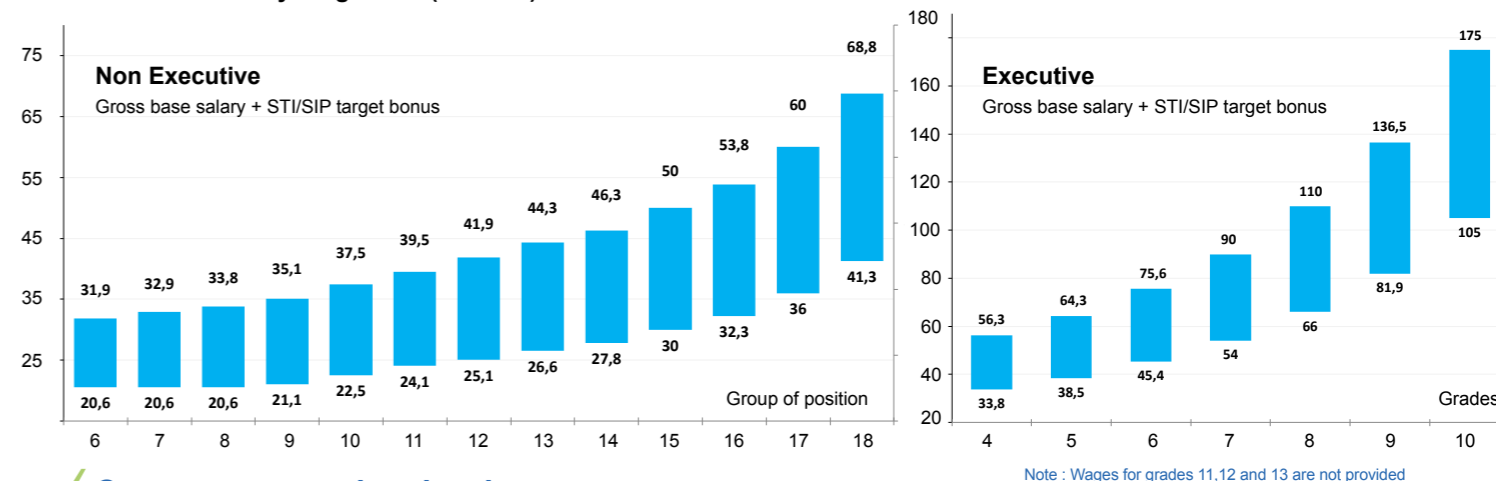
*Individual share of STIP recommended by management

Salary range, according to the rating of your position

■ Your level of responsibility at Schneider is characterised by a position group or a grade in which you should be placed

■ The more you master your job, the more your salary must increase towards the top of the range

Gross annual salary range 2023 (SEI SEF) in K€



✔ Compare your salary level

Download the jobmeter, an excel file (your tools section on the website or on the CFTC application), and enter: your category (executive/non-executive), your job group or grade, your gross monthly salary, your STIP target %/ SIP if applicable. Your salary will be compared with the market ("compa-ratio" calculation), to give you arguments to use during your EAP



On the cftc-schneider App or website > Mon Job > Salaire > Jobmetre

✔ In the event of a significant wage gap (compa-ratio to 0.9), ask your hierarchy for a catch-up

✔ Target a position with a higher grade or position group as part as your professional development, to help sustained wage increases. Negotiate your increase before changing your position

Returning from maternity/adoption leave: ask for a pay review within the year, in accordance with the gender equality group agreement

Professional training, understand how it works to take control

✔ Make your career development plans a reality with the CPF

- Your Personal Training Account (CPF) is now credited in euros up to €500 per year (€800 for those with fewer qualifications)
- On <https://www.moncompteformation.gouv.fr/espace-prive/>, you will be able to access your account, **find out how many rights you have** gained as well as the list of available training courses



The company may support you and assist you in a training programme, but you can also undertake this process alone.

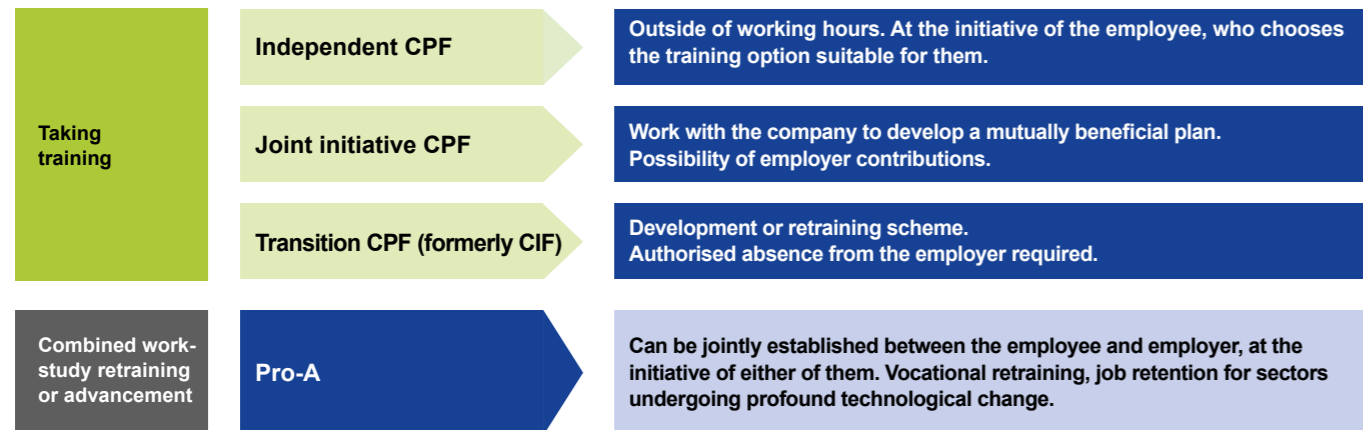
✔ Assess your project with:

- **a professional development advisor** : this support is **free, personalised** for you and guaranteed confidential. An advisor will support you and can help you shape your project. <https://mon-cep.org/#trouver>
- **or with your manager** : via the appraisal interview or the skills development plan. This interaction should allow you to assess your situation, review your career development, consider your development within the company or carry out a personal project outside the company. If your training project is accepted, Schneider will match the CPF and you will be authorised to complete all or part of your training during your working hours.

■ The different options for resuming a training programme

There is a very wide range available such as driving licences (category B, D etc.), language training, vocational courses, Master's degrees, etc.

The training duration is variable, from a hundred hours for a category D driving licence to over 1,200 hours for a marketing diploma course. Courses can be funded by the CPF, or jointly funded by the company or other organisations - there are many funding options.



of your future

■ Obtaining a diploma or access to training through recognition of prior experience or studies



While the company remains responsible for employees **adapting to their jobs and for their employability** (including training in new technologies), it is no longer obliged to offer training, other than that in connection with health and safety.

■ To support you in a business creation or takeover project

SIE (Schneider Initiatives Entrepreneurs) is here to help you. <http://schneider-initiatives-entrepreneurs.com/>

To help you restore meaning to your work and/or advance in your career, to open up new possibilities, think about professional training.

Work medals, the procedure

Who can apply for a medal certificate?

- The employee him/herself
- The manager for a member of his team
- Any member of the HR department (if your job code starts with H)

✔ Make your request to the Administration via the government website « demarches-simplifiees.fr »

✔ **Complete the online form**

✔ **Open a ticket** via support@schneider or tel 01 70 48 88 88 to obtain the employer's certificate

✔ As soon as you receive it, **complete your application online**. You will also need to attach the pdf of your identity card

✔ Follow the progress of your application via the website « demarches-simplifiees.fr »

✔ As soon as you receive the certificate in your mailbox, **forward it via the open ticket** (compulsory for the awarding of the gratuity)

✔ If you have asked for the medal to be made, the request must be received **before 20 September**

SIRET number to be taken into account to set up the medal form is the one indicated on your pay slip

Submitting your application:

Complete the formalities on the « demarches-simplifiees.fr » website as soon as possible after the anniversary date of the year in question by the medal (please note that the processing time by the prefecture is very variable).

Receipt of this diploma will trigger the payment process at Schneider (December payroll)

Please note that the diploma is sometimes sent directly to your employer: **validate your HR receipt** with a support@schneider ticket

Bonus table, SEI-SEF scope For subsidiaries, refer to local agreements

Scale	Working Years	Premium if career exclusive at Schneider	Premium per full year at Schneider
Argent	20	426 €	21,30 €
Vermeil	30	636 €	21,20 €
Or	35	848 €	24,70 €
Grand Or	40	1059 €	26,50 €

✔ You will receive the bonus from the company in the **December payroll**

✔ The work medal ceremonies are organised during the period from November to February depending on the organisation of the sites

Protection of employees, who are victims of violence

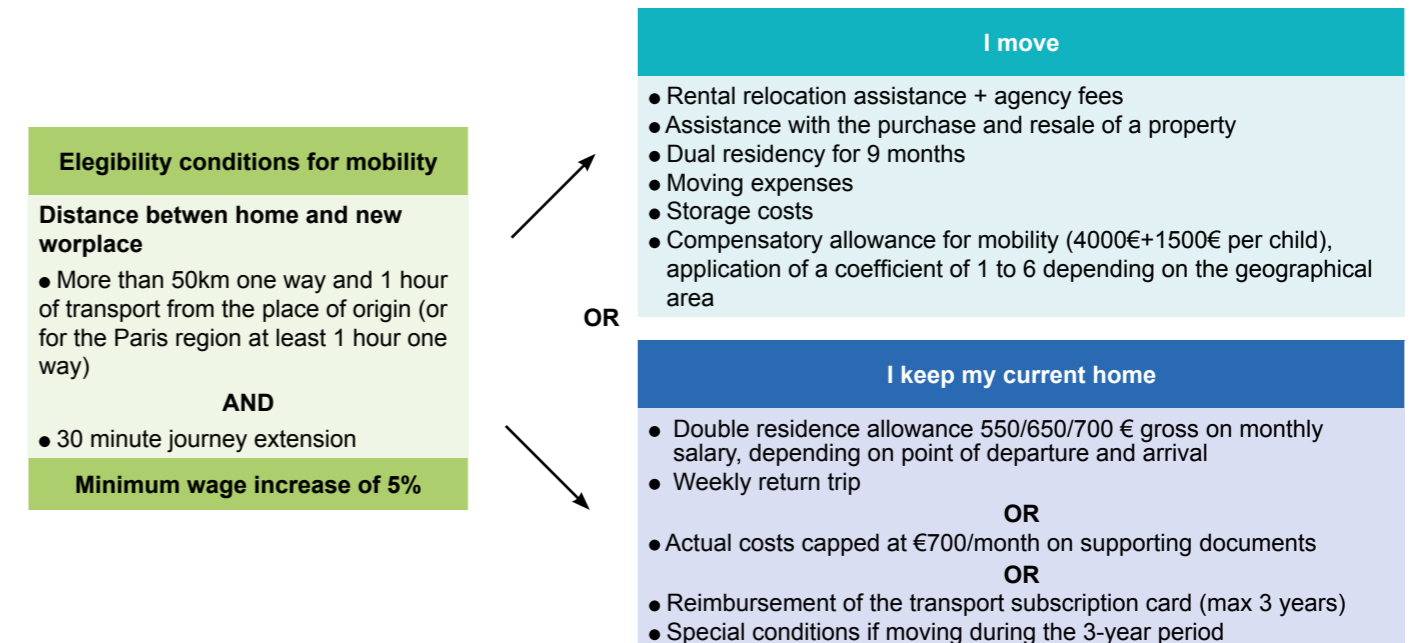
Schneider is committed to take action to ensure the safety of any employees who is subjected to family or domestic violence by moving him or her to another of its sites (removal of the violence spouse).



Geographical mobility, a way to evolve in the group

Mobility is a professional and/or geographical transfer constituted by a change of assignment within the Schneider Electric Group

- A development factor (except for personal requests), with a possible change of profession in another entity of the group
- An evolution of your remuneration with possibilities of support for your family



Working from home (WFH): what you need to know

✔ Fill in the application form accessible via

- Talk to your manager during a formal interview
- The response period is max 1 month; after this period, your request will be considered as accepted

A refusal must be motivated and be made in consultation with HR. Acceptance is valid for 1 year and is tacitly renewed.

✔ When working from home, **you must remain available** during normal working hours

The teleworker and the manager must ensure that the daily and weekly maximum working hours and the mandatory rest periods are respected. They must respect the time slots to maintain the balance between personal and professional life.

- The manager can impose the terms and conditions for taking teleworking days.

✔ Update your personal details in Talent Link to enable emergency services to intervene in the event of an emergency at your teleworking location

✔ Fill in your address in Paylink when you declare your telework, if different from your usual address

Nomad and semi-nomad employee

	Sale forces	Semi-nomad	Technical nomad employee
Eligibility	Jobcode S eligible to VLLD policy	Jobcode D	Jobcode DDT 3,4 et 5
Scope	Employees with CDI/CDD contract	Employees with CDI/CDD contract	Employees with CDI/CDD contract
Nb of days	2 days per week in average	2 days per week in average	2 days per month in average
Split	Not applicable	Not applicable	Not applicable
Prevenance	No minimum notice period	No minimum notice period	Information in Paylink
Financial participation	360€ max per year for 2 days of home office work	168€ max per year (2€ for a full day, 1€ for 1/2 day)	48€ max per year for 2 days of home office work per month in average
	Payment beginning of the year on justification	Payment beginning of the year on justification	Payment beginning of the year on justification
Equipment	Chair, headphone, screen, mouse, keyboard kit, printer and ink	Chair, headphone, screen, mouse, keyboard kit	No
Possible locations	Only from home	Only from home	Only from home

Sedentary employees

	Tertiary sites	Production or Logistic
Eligibility	Sedentary employees	Sedentary employees
Scope	Employees with CDI/CDD contract, alternants and trainees (prorata temporis)	Employees with CDI/CDD contract, alternants and trainees (prorata temporis)
Nb of days	8 days per month + 10 days max per year	2 days per week + 10 days max per year
Split	Fractionable 0,5 days	Fractionable 0,5 days
Prevenance	24 hours to be declared in Paylink	24 hours to be declared in Paylink
Financial participation	2€ for a full day, 1€ for 1/2 day, max 168€ per year.	2€ for a full day, 1€ for 1/2 day, max 168€ per year.
	Transfer to next month's payroll	Transfer to next month's payroll
Equipment	Chair, headphone, screen, mouse, keyboard kit	Chair, headphone, screen, mouse, keyboard kit
Possible locations	France + DOM CROM Home office is forbidden from abroad	France + DOM CROM Home office is forbidden from abroad

Protocol in case of emergency/health problem with teleworker

■ The person is aware and able to call for help,

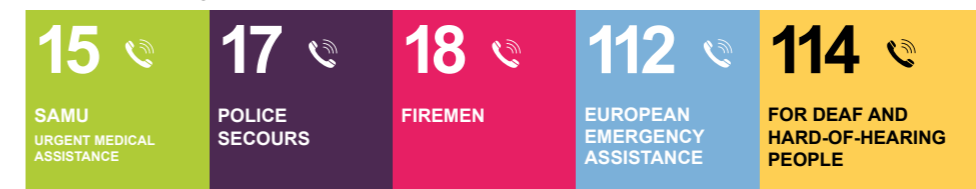
guide him in these steps (SAMU 15) and in parallel ask him his address and his phone number

■ The person is unconscious,

call for help and if you don't know the person's address contact support@schneider or your manager, HPRB to obtain their address and guide the rescue teams.

■ In any case,

inform the manager of the incident.



Leave and absences, your rights evolve with the new metallurgy collective agreement

■ Paid leave (CP)

Paid leave rights will change from June 1st, 2024
in accordance with the New Metallurgy Collective Agreement

Vesting period from June 1st to May 31

Legal obligation to take 12 consecutive working days between May 1st and October 31

Non-executive

Age of employee	-	Under 45 years				45 years & up		
Years of services	<2	2-14	15-19	20-29	30 et +	2-19	20-29	30 et +
CP (days)	25	26	27	28	29	27	28	29

Executive

Age of employee	-	Under 35 years		35 to 54 years	55 years & up	
Years of services	<1	1	2 et +	2 et +	2-19	20 et +
CP (days)	25	27	27	28	28	29

Note: these conditions do not apply to IGE.

■ JRTT

Vesting period: January 1st to December 31

SEI-SEF		JRTT	JRTT	JRTT	Total JRTT
		bridge day	AANC	Autres	
	Non-executive	3	4	11	18
	Executive	3	5 ⁽¹⁾	11	19
	Crew	refer to local agreements			
Subsidiaries	refer to local agreements				

⁽¹⁾ : JRTT system

■ Exceptional events

from January 1st 2024

- Pro-rata allocation to the number of days worked
- Employees on shift 2 days per week have 2/5 of the days rounded up
- Protection against potential dismissal for 13 weeks following the death (law n°2020-692 of June 8th, of 2020)

Events	Duration of absence (in business days)
Weddings, employee Pacts	7 calendar days
Weeding of a Child	1 day
Death child/dependent under 25 years or child himself parent	14 days split + 8 days of split bereavement leave managed by CPAM. Schneider complements CPAM's IJ
Death of a child over 25 years	12 days
Death of spouse (Married spouse, partner of PACS, cohabiting partner)	5 days
Death of father or mother	5 days
Death of brother or sister	3 days
Death of grandparent or grandchild	3 days
Death close relative in-law (brother, sister, son, daughter)	2 days
Death less close relative (aunt, uncle, nephew, niece, cousin)	Funeral day
Birth leave/adoption for the spouse/partner of the mother	3 days
Announcement of a child disability	5 days
Specific situation (fire, robbery...)	1 day

■ Parenthood from January 1st 2024

Events	Duration of absence
Extended maternity leave	CPAM maternity leave + 4 additional consecutive weeks paid at 100%, (or 1 day/week over 5 months)
Paternity or childcare ⁽²⁾	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.
Leave for each dependent child under 16 (parent 1 and 2)	1 day per year per child +1 day for single-parent families
Paid absence for examinations/treatment related to birth or procreation	duration according to medical advice. Concerns mandatory medical surveillance appointments. Parent 2 benefit from 3 absences.
Hospitalisation of a child immediately after birth	2 to 30 days max
Hospitalisation of a child under 16 years	5 days max per calendar year, splitable
Sick child ≤ 16 years old	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
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)
Part-time following maternity/adoption/paternity leave	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)

■ Helping situations from January 1st 2024

Events	Duration of absence
Assistance with medical appointments (including caregivers)	2 half-days to support someone close to you
Leave for caregivers receiving AJPA (Caregiver's Daily Allowance ⁽¹⁾)	3 months max, renewable 1 time and splitable, including a maximum of 66 days (throughout the employee's career), may be subject to Schneider's a supplement to the AJPA of 40€ gross per day
Family solidarity leave, employee benefiting from the AJAP (Daily Accompanying Allowance for a Person at the end of life) ⁽²⁾	3 months max renewable 1 time and splitable, including a maximum of 22 days (Throughout the employee's career) subject to conditions to receive the AJAP - supplement of 40€ gross per day, paid by Schneider.
Donate days between employees for caregivers ⁽³⁾	Max 5 days per year (prorated in the case of part-time work) of CP, RTT, seniority leave, CET (days in the Time Saving Account) by informing his HRBP of his wish and by indicating the name of the beneficiary.

⁽¹⁾ : relationship with the employee up to the 4th degree, elderly/disabled person sharing the home, or having close and regular ties

⁽²⁾ : for any person sharing the employee's home with an engaged life-threatening condition, or serious/incurable illness in the advanced phase

⁽³⁾ : for any employee in a situation of close caregiver (permanent or fixed-term contract with at least 1 year's seniority, in the same legal entity as the donor

■ Special cases

- In the event of a shift in paid leave already validated, imposed by the company within one month before departure:
1st week shifted = 2 additional days of CP days, plus 1 day per additional week shifted: 5 days maximum of compensation. Expenses incurred before the announcement of the delay reimbursed on presentation of receipts.

- If an employee, on leave is recalled at the company's request: 2 additional days off, with expenses incurred by the recall reimbursed on documentary evidence.

Therapeutic Part-Time (TPT)

Return to part-time work for therapeutic reasons following illness or accident at work

- Return to work is prescribed by the referring doctor who determines the best way to return to work. TPT setting up does not necessarily follow a period off work
- The TPT must be approved by the Social Security doctor
- The employer's agreement must be formalised by a temporary amendment to the employment contract
- Part-time salary is supplemented by Compensatory Daily Allowances (IJ) from CPAM and completed by Schneider

The part-time salary is supplemented by Compensatory Daily Allowances (IJ) paid by the CPAM and topped up by Schneider.

The calculation of IJ paid in the event of TPT is identical to that for sick leave.

Compensation in the event of sick leave

Employee with less than one year's seniority

- CPAM daily compensation are automatically supplemented after the 3-day waiting period (via Klesia contract)

Employee with one year's seniority or more

- SE covers 100% of the 3-day waiting period and supplements the CPAM's IJ compensations.
- The duration and % of salary maintenance by the employer varies with the employee's status.
- **Transfer to the Klesia contract is automatic.**

Seniority	Duration of salary support and % of coverage		Up to 1095 days	Beyond 1095 days
Non Executive	100% by =S=	75% by =S= 25% by Klesia	100% by Klesia	100% by Klesia
1 year – 5 years	90 days	+30 days	Within the limit of 1095 days (3 years)	Invalidity pension or retirement pension if the employee has reached legal age
5 years – 10 years	120 days	+40 days		
10 years – 15 years	150 days	+50 days		
15 years – 20 years	180 days	+60 days		
20 years – 25 years	180 days	+70 days		
Per bracket of 5 years		+10 days		

Seniority	Duration of salary support and % of coverage		Up to 1095 days	Beyond 1095 days
Executive	100% by =S=	75% by =S= 25% by Klesia	100% by Klesia	100% by Klesia
1 year – 5 years	90 days	+90 days	Within the limit of 1095 days (3 years)	Invalidity pension or retirement pension if the employee has reached legal age
5 years – 10 years	120 days	+120 days		
10 years – 15 years	150 days	+150 days		
20 years – 25 years	180 days	+180 days		

Disabilities, the keys to recognition

Measures exist in the group to help persons with disabilities to practice their profession and to evolve in their careers

- There is no disability, but there are a variety of situations of disability
- 80% of disabilities are invisible and 1 in 3 employees has a disability
- Disability occurs whenever a health problem or accident has an impact on working life
- A disability situation can be one-time, long-term and/or progressive

The 6 categories of disability

- Motor disability: reduction/loss of motor skills, musculoskeletal disorders (TMS), osteoarthritis, etc.
- Disabling diseases: respiratory, digestive diseases, cancer, etc.
- Visual impairment
- Hearing impairment
- Mental disability
- Psychological disability : personality dysfunction, depression

The Recognition as a Disabled Worker (RQTH) is a confidential and personal process

RQTH is assigned either temporarily (1 to 10 years) or without a time limit

This recognition in no way prevents your professional development, it is a commitment of Schneider

The request is to be made to the MDPH (Departmental House for People with Disabilities) of your Department

If you are concerned, it is in your best interest to initiate a recognition procedure and to inform the service of prevention and/ or occupational health department. You do not have to tell your employer about your RQTH, nor do you have to tell your management and your colleagues, unless you want to communicate about your disability so that it can better considered. Talking about is a way of saying that you can work but you cannot, or can no longer do certain things, or that you need more time, or technical aids or training because of your disability.

RQTH can enable you to adapt your job or to find a new one

At Schneider, recognition of your disability status gives you **rights** :

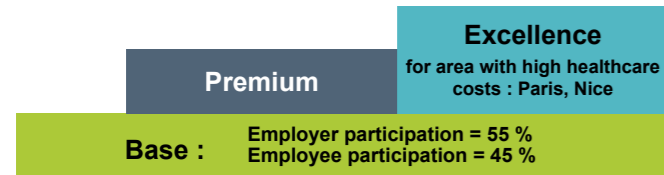
- 2 half-days of paid leave
- support from a social worker if necessary
- reimbursement of any travel expenses
- medical follow-up and appropriate support
- workstation adaptation with the help of ergonomists (office, chair, automated equipment etc.)
- derogatory teleworking, flexible working hours, therapeutic part-time work, etc.
- **a bonus of 300€ per year in your personal training account (CPF) up to an annual maximum of 800 € and a total maximum of 8000 €**

RQTH request:



Your health with MESE

An insurance company that complements Social Security reimbursements



■ **Base :** compulsory membership (employee contribution = 1.23%)

■ **Complementary :** optional membership (Premium or Excellence) **with modification period only in October**

■ **Children :** free up to 24 years old (up to 28 if student)

■ **A no-appointment teleconsultation service,** available 24/7 via the MESE member area, an emergency solution for contacting a general practitioner or specialist. This service is included in your cover and is confidential

Good habits

- ✓ Before a consultation, check to see if the doctor charges extra fees
- ✓ To avoid practitioners adjusting their fees depending on the level of your cover, do not tell them the amounts of your cover

In the event of sick leave

- ✓ Inform your manager and your payroll admin within 2 days at the latest
- ✓ Send your sick leave thru support @schneider (Tel: 01 70 48 88 88) go to «demande et depot d'attestation» > "other" (or by mail to your payer)

If you are in difficulty, do not give up treatment and call on the MESE Social Assistance Fund

ADDITIONAL SERVICES INCLUDED IN YOUR CONTRACT

Social Assistance Fund : financial assistance to members under conditions of resources, so as not to give up care, so that the "remaining costs" does not put you in financial difficulty, or when certain care not covered by the CPAM requires assistance. The committee meets twice a month.

- Tel : (33) **07 85 24 76 49**
- Mail : fr-fond.social@mese.se.com

IMA Assistance 7 days a week, 24 hours a day: Support for employees and their families (spouse, direct ascendants and children) in the event of hospitalisation, maternity, serious illness or if you are a carer (home help, delivery of medicines and shopping, delivery of meals, care for children and ascendants, psychological support, repatriation in the event of problems abroad, etc.).

- Tel : (33) **05 49 16 39 24**

CONTACT MESE

- Tel : **04 76 60 56 36**
- Mail : fr-contact@mese.se.com
- Site : www.mese.fr
- Adress : Parc Sud Galaxie, 4 Rue de l'Octant, bat.Alpha, 38130 Échirolles
- Hours : Monday to Friday, 8.30 am to 6.30 pm

Pension planning with Klesia

An additional system which takes over in the event of long-term illness, disability, or death (major risks)

Cover (notice period: 6 months max.)	Compensation
Death of the employee In the event of accidental death, payment of an additional sum from 100 to 270% + 70% per dependant child	Enhanced capital + education annuity → Sum of guarantees from 290 to 460% + 120% per dependant child Capital + enhanced education annuity → Sum of guarantees : 270% + 70% per dependant child Capital + education annuity + joint annuity → Sum of guarantees from 210 to 280% +70% per dependant child
Death of a family member	Spouse → 20% of salary basis Dependent child → 200% of PMSS
Funeral expenses of the employee	Reimbursement of expenses → 100% of PMSS
Absolute and Definitive Disability (IAD) (category 3)	Pension after deduction of the Social Security pension + possibility of early release of the death benefit capital
Disability ≥ 20% (categories 1 & 2)	Pension after deduction of the Social Security pension
Incapacity for Work	Maintenance of the net wage earned

- ✓ **Remember to update the beneficiaries of these guarantees,** particularly in the event of a change in family structure.
- ✓ **Long-term sick leave :** with Prest'IJ automatic transmission of statements between the Assurance Maladie and Klesia, that simplifies the procedures and makes it possible to speed up the time taken to process employee cases.
- ✓ Maintaining guarantees in the event of suspension of the employment contract (sabbatical leave, parental education leave, leave to set up a business...) notice period: 1 month max.

ADDITIONAL SERVICES INCLUDED IN YOUR CONTRACT

Action Sociale Prévoyance : help for employees in difficult situations faced with significant expenses related to problems of incapacity, disability or dependency.

- Tel : (33) **01 58 57 64 00**
- Email : aides.individuelescentra-lisees@klesia.fr

Real estate bank loan cover: possibility of using Klesia's death benefit cover instead of a traditional insurance policy.

Request for a guarantee transfer certificate to be downloaded from the Klesia website (SCP service):

www.klesia-schneider-electric-prevoyance.fr

CONTACT KLESIA

- Tel : (33) **01 71 39 16 30**
- www.klesia-schneider-electric-prevoyance.fr
- Adress : Klesia Service Prevoyance, 65 bld Vivier Merle, 69482 Lyon cedex 03
- Hours : Monday to Friday from 9:00 a.m. to 6:00 p.m.



Schneider PEG, PERECO and PERO Savings Plans,

take advantage of their benefits









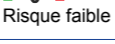
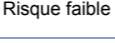
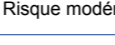
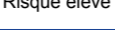
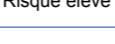
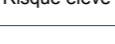
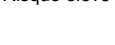
Toll free phone number 0 800 827 121 (PERECO – PERO)

<https://monepargne.ere.bnpparibas>

	PEG – Group Saving Plan or PEE – Corporate Savings Plan	PERECO Collective Retirement Savings Plan	PERO Mandatory Company Retirement Savings Plan
Objectives	Build up abundant savings and tax-exempt, blocked in for 5 years, with the possibility of early release	Build up abundant savings for retirement, with possibility of early release	Build up savings for retirement, with the possibility of early release
Funding	- Participation and/or Profit-sharing (tax-free if invested in PEG/PEE) - Voluntary monthly payments (from July to December) or exceptional payment in December	- Monetised CET Days - Monthly Voluntary Payments (July to November) or exceptional in December	Compulsory contributions paid by Schneider (1.67%) and by yourself (0.50%) + Monetised CET days (max 10 days/year) + Voluntary Payments at any time
Contribution	Maximum contribution is 1404€/per year, the first 700€ are matched at 100% regardless of the fund chosen, +704€ abundantly at 50% on Schneider share fund. The abundance is reserved for employees. Schneider retirees who have kept their PEG can benefit from the -15% WESOP discount	Maximum contribution of 800€/year for a payment of 1309€	No matching contribution
Management	No entry or exit fees. Ability to arbitrate between funds in Mon Epargne Entreprise, free of charge	No entry fees. Controlled management (by default) or Free Management	
In case of early release	Savings are blocked for 5 years, except: Purchase or extension of the main residence, marriage, PACS, birth or adoption, divorce, separation, dissolution of a PACS, domestic violence, disability, death of spouse/PACS partner, over-indebtedness, termination of employment contract	Savings are blocked until retirement, except: Purchase of the main residence or rehabilitation after natural disaster, Disability (including children) or death of the employee or spouse/PACS, Over-indebtedness, termination of rights to the ARE (allowance for unemployment), Absence of employment contract for more than 2 years.	
Exit & taxation	Not taxable on income, but capital gains subject to social security contributions (17.2%)	Exit in capital, life annuity possible if > 110€/month Inheritance: if the employee dies before the age of 70 and before the liquidation of the scheme, the capital accumulated in the PERECO will be paid to designated beneficiaries.	Voluntary Payments: possible capital outflow Compulsory contributions: if annuity > 110€/month, compulsory exit in life annuity, otherwise compulsory exit in capital Inheritance: in the event of the employee's death before the age of 70 and before liquidation of the scheme, the capital built up in the PERO will be paid to designated beneficiaries
Voluntary payment (VV)⁽¹⁾	Not deductible from taxable income	Choice of: deducted from Taxable Income (within your tax retirement savings limit) and taxed on exit (capital gains taxed on taxed at 12.8% or on the progressive scale and subject to social security contributions 17.2%) or not deducted from taxable income	
In case of departure	In case of departure (resignation, retirement, etc.), the account can be kept but is subject to management fees (around 35€/year)	In case of departure (resignation...) the account is either kept but no longer funded by Schneider or transferred to a similar contract	

⁽¹⁾ Voluntary PEG + PERECO payments: you can contribute up to 25% of your gross remuneration into your employee savings scheme across all savings plans.

The funds offered and their performance, depending on the risk you want to take and the expected profitability (performances at 2023/08/15)

			PEG	PERECO	PERO
■ Schneider Actionnariat	Performance over 5 years : +151% Since the beginning of 2023 : +20%	 5/7 Risque élevé	PEG		
■ Schneider Monétaire	Performance over 5 years : +1% Since the beginning of 2023 : +2%	 1/7 Risque faible	PEG	PERECO	
■ Schneider Energie Solidaire	Performance over 5 years : -3% Since the beginning of 2023 : +2%	 2/7 Risque faible	PEG	PERECO	PERO
■ Schneider Diversifié	Performance over 5 years : +7% Since the beginning of 2023 : +4%	 3/7 Risque modéré	PEG	PERECO	
■ Schneider Dynamique	Performance over 5 years : +25% Since the beginning of 2023 : +9%	 4/7 Risque élevé	PEG	PERECO	
■ CM-AM Stratégie PME-ETI	Performance over 5 years : NA Since the beginning of 2023 : -4%	 6/7 Risque élevé		PERECO	
■ Schneider Obligataire	Performance over 5 years : -2% Since the beginning of 2023 : +0%	 2/7 Risque faible		PERECO	
■ Cardif Sécurité	Since 31/12/2021 : +13% Since the beginning of 2023 : NC	 1/7 Risque faible			PERO
■ Multipar Global Patrimoine	Since 31/12/2021 : -1% Since the beginning of 2023 : +1%	 3/7 Risque modéré			PERO
■ Morgan Stanley Invest Funds-Global Opp Fund	Since 31/12/2021 : +15% Since the beginning of 2023 : +28%	 5/7 Risque élevé			PERO
■ Multipar actions PME ETI ISR	Since 31/12/2021 : -0% Since the beginning of 2023 : -3%	 4/7 Risque élevé			PERO
■ Com Gest Growth Europe opportunities	Performance over 5 years : +15% Since the beginning of 2023 : +8%	 5/7 Risque élevé			PERO
■ BNPP Easy USA SRI 5% Cpd ETF C	Since 31/12/2021 : +95% Since the beginning of 2023 : +14%	 4/7 Risque élevé			PERO

The Time Savings Account (CET), to store untaken paid leave

■ Maximum transfer of 5 days per year

To be made no later than mid-May via PayLink.

■ Total allowed cumulation

25 days (doubled to 50 days for employees within 5 years of the legal retirement age).

■ Valuation of the days

on the basis of 1/22nd of the gross monthly salary (excluding STIP/SIP variable part), by the end of May and beginning of June.

■ Possible wind up of the CET in the form of capital

Marriage, PACS, birth or adoption of a third child, divorce, separation, dissolution of a PACS, with custody of at least one child, disability (employee, his/her spouse or partner in PACS, his/her children), death (employee, his/her spouse or partner in PACS), termination of the employment contract, over-indebtedness.

■ Possibility of using your CET in time, just before retirement

In order to anticipate end of the working career, the days saved in the CET can be used as CPs, on the condition that they are taken just before retirement.

■ Use of days saved

- In retirement savings, by transfer (during May on PayLink) of monetised days (max. 10 days per year), with tax exemption, into :
 - the Collective Retirement Savings Plan (PERECO), with a maximum employer matching contribution of €800
 - the Company Retirement Savings Plan (PERO), without an employer matching contribution.
- For remuneration (subject to tax) of days of statutory leave (sabbatical leave, training leave, parental leave, part-time...)
- As remuneration (subject to tax) for a leave of absence prior to retirement or departure.

In all cases, the days used are subject to the current social security charges.

Retirement

Understand it better to anticipate

Conditions for retirement at full rate :

- Reaching the legal retirement age (except for long careers) **AND** having the required number of quarters

OR

- Reach the age of 67

For the last quarter to be counted, you must liquidate your pension at the beginning of the quarter (January, April, July or October).

The amount of employees' pensions SS and AGIRC-ARRCO are a function of contributions paid throughout their career

Improve your pension by using Schneider's extra features

To anticipate the foreseeable drop in pensions, it is possible to save individually in the PERECO, the Company PERO and the Time Savings Account (CET).



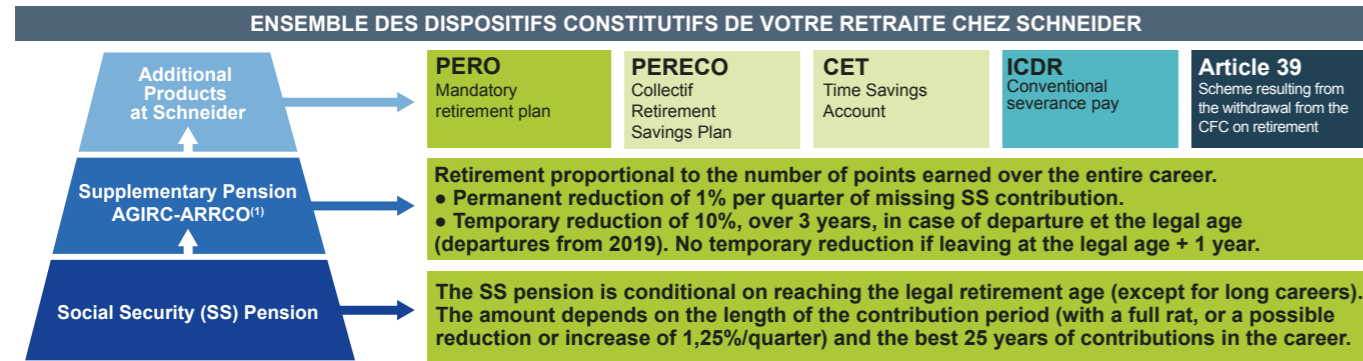
Career statements are available
www.lassuranceretraite.fr

New retirement conditions

Year of birth	Number of quarters required ⁽¹⁾	Legal Age required on retirement	
		Minimum legal age	Long careers ⁽²⁾
1958 to 1960	167	62 years	Progressive introduction of the reform with a legal retirement age between 58 and 63 depending on the age of entry into activity
01/01 to 08/31/1961	168	62 years	
09/01 to 12/31/1961	169	62 years + 3 months	
1962	169	62 years + 6 months	
1963	170	62 years + 9 months	
1964	171	63 years	
1965	172	63 years + 3 months	
1966	172	63 years + 6 months	
1967	172	63 years + 9 months	
1968 and up	172	64 years	

⁽¹⁾ for basic pension (Social Security) at full rate

⁽²⁾ employees who contributed 4 or 5 quarters at the end of the calendar year of their 16 or 18 or 20 or 21 years (after the 2023 reform)



(1) fusion AGIRC-ARRCO au 01/01/2019

Mandatory

Optional

Reserved for employees leaving Schneider directly for retirement

Reserved for employees, born between 1953 and 1978 and working at SEI-SEF as of 31/12/2013

Specific arrangements for retirement, at Schneider Electric

Conventional Retirement Indemnity (ICDR)

- Compensation paid in the form of a lump sum upon retirement, or taken in the form of a dispensation from work prior to retirement
- Amount or duration depending on years of service in the group, as long as you are still an employee at Schneider Electric just before retiring
- The ICDR gives the right to the payment of profit-sharing and participation
- Requesting a pension settlement from HR by indicating the choice of ICDR and specifying the dates, at least 2 months before the start of the ICDR.

The ICDR can be taken in time after reaching the date of full-rate retirement date, in order to benefit from a retirement with surcote

Possible options for ICDR

Years of service upon retirement	Capital (in months of salary)	Duration of exemption from activity ⁽¹⁾		
		Number of months 100 % paid ⁽¹⁾	SEI-SEF	
			Number of months paid ⁽¹⁾	Number of months 60% paid ⁽¹⁾
2 à 4 years	0,5 month	0,5	-	1
5 à 9 years	1 month	1	-	2
10 à 19 years	2 months	2	-	4
20 à 29 years	3 months	3	-	6
30 à 34 years	4 months	4	6 months at 80 %	8
35 à 39 years	5 months	5	8 months at 75 %	10
40 years +	6 months	6	10 months at 72 %	12

⁽¹⁾ as a % of the last gross salary + bonuses + STIP / SIP

You can keep your PC and smartphone until your actual retirement

Article 39: lump sum or life annuity on retirement

- Pension paid on retirement to employees meeting the following 3 conditions :
 - have been a potential beneficiary of the former End-of-Career Leave (CFC) at December 31, 2013
 - born between 1953 and 1978
 - be an employee of Schneider at the time of retirement.
- Pension calculated on the basis of the difference in entitlements to the former CFC (frozen on 31/12/2013) and to the ICDR (on the date of retirement), after application of a reduction of 3% per year between the year of birth and 1953 (see table CFC Entitlements, opposite).

If the assessed annuity is ≤ €40/month, the capital will be paid in 1 installment.

→ Who to contact once the balance of any account has been established by HR ?

Mail : gestion_rentes@bnpparibas.com

Address : BNP Paribas Cardif Services Clients Rentes FNC42JY, 8 rue du Port, 92728 Nanterre Cedex

Tel : 01 66 47 60 82, monday to friday from 9:00 a.m. to 5:00 p.m.

Years of service at Dec. 31, 2013	CFC entitlements
5 to 9 years	2 months
10 to 14 years	4 months
15 to 19 years	6 months
20 to 24 years	8 months
25 to 29 years	10 months
30 to 34 years	12 months
35 to 39 years	13 months
40 years +	14 months

Progressive retirement for a smooth transition

Progressive retirement consists of:

- Reduce activity by working between 40% and 80% on a full-time basis, renewable and adaptable each year
- Receive part of the basic and supplementary pension
- Continue to contribute for their final retirement
- Schneider values progressive retirement by contributing (employer + employee share) on a full-time basis **except for executives on a daily basis.**

■ Conditions

- To be within **2 years of legal retirement age**
- Acquired at least **150 quarters**
- **Obtain the agreement of the employer.** Progressive retirement requires an amendment to the employment contract

The employer may not oppose an employee's request:

- already part-time
- or have a personal hardship prevention account with at least 80 points

■ Progressive retirement amount

Your phased retirement is calculated according to the same formula as your final retirement.

If you don't have enough quarters yet to qualify for a full-rate pension, your phased retirement is subject to a discount, which cannot exceed 25%.

■ Amount of final retirement

At the time of the claim for settlement, the amount of the retirement pension will be recalculated considering the additional contributions from part-time work.

■ When you benefit from this scheme you are not obliged to retire at the legal retirement age.

The Retirement Solidarity Pass, a scheme run by Schneider Initiatives Entrepreneurs (SIE)

A solution to perform a function with a **social commitment**

■ Eligibility conditions

- Qualify for a full-rate pension within ≤ 24 months, with the obligation to retire at the end of the pass
- Do not exceed the full rate eligibility date of retirement of the pass period
- Have at least 3 year's seniority
- Have a permanent contract
- Have identified an assignment/project corresponding to their profile with an application validated by the association and have the agreement of their manager

■ Terms and conditions

- Pass Solidaire Retraite (Solidarity Retirement Pass) is a **full-time job** within the association for a maximum of 12 renewable months. The remuneration is maintained in full.
- **Part-time** Pass Solidaire Retraite: the employee is made available to the Association for 50% of his/her working time the other half and/or option transfer of skills
 - Salary maintained at 100% for gross annual earnings ≤ 1 Social Security limit
 - Salary maintained at 80% for gross annual earnings ≤ 2 Social Security limits
 - Salary maintained at 70% salary for gross annual earnings > 2 Social Security limits

Employees may, if they wish, request payment of their ICDR at least 2 months before the date on which they join the Pass Solidaire. They will then receive an **advance payment of 40%** of their ICDR before they join the scheme, to enable them to compensate for the reduction in income associated with the move to part-time work

The Pass Solidaire Retraite is not compatible with the ICDR in time.

Once all the approvals have been obtained, a release agreement is drawn up between the Group entity concerned (HRBP) and the host association

■ **With the employee's agreement, pension contributions to the basic and supplementary scheme may be maintained on a full-time basis.**

Posted employees continue to benefit from the application of the profit-sharing and participation agreements in force, based on the gross allowances paid to them

Employees retain all SE benefits: seniority, leave, company mutual insurance, provident fund ...

Any STIP/SIP received by the employee is paid at normal due dates and is valued at the target for assignments longer than 8 months

New collective agreement for the metallurgy industry, What impact will this have on your classification?

- The new agreement will be applied to all the sector's companies as of **January 1, 2024**. The primary effect it will have on Schneider relates to the issue of job classifications
- **Job classification** is the means by which various positions are described according to common criteria for comparing, ranking and valuing them
- Each job will be quoted by using the "Occupational Analysis Framework" (see next page) with **6 criteria**: job complexity, expertise, autonomy, contribution, management/cooperation, and communication and **10 degrees of expectation**, each of which confers 1 to 10 points.

✔ Prepare and anticipate the situation :

- Get a hold of your job description or describe your position's primary activities
- Request the position rank/group for your current position from HR/your manager. They are obligated to provide it to you
- Describe the main activities/responsibilities of your employment, using action verbs using the referential analysis and determine your classification
- Compare it with the one that your manager will propose to from mid-2023 and discuss any deviations.

✔ Describe your job with verbs (see examples) to give an indication of its actual content.

- If an assignment or activity is time-limited, it should not be mentioned in the job description but dealt with in an assignment letter or contract addendum
- In the context of multi-skilling situations, the description should mention all significant activities.

✔ Define the nature and scope of the responsibilities exercised (hierarchical/functional, leading/leading/supervising/cooperating/supporting/being the expert of a project...)

✔ Describe the working relationships (internal/external)

✔ Mention the specific professional knowledge required for the job

A job is a set of tasks, activities and assignments performed by an employee in the context of the employment contract.

The implementation of the new agreement cannot lower your salary.

Communicate

Exchange Notify Formulate Share Dialogue Diffuse Write Inform Raise Awareness Present Represent Publish Request Answer Meet Argue Negotiate Influence Demonstrate Persuade Defend Purchase Sell Promote

Realise

Elaborate Perform Produce Build Establish Process Operate Execute Apply Implement Shape Ensure Carry out

Manage

List Register Collect Enter Record Quantify Account Maintain Keep Gather Provide Classify Archive Feed Compile Constitute Consult Transcribe Verify Check Follow

Decide

Define Arbitrate Determine Set Choose Select Conclude Impulse Launch Trigger Create Locate Validate Guide Assign Confirm Bring

Analyse

Diagnose Examine Identify Study Investigate Calculate Observe Prospect Prevent Synthesize Interpret Solve Translate Watch Plan Structure Experiment Update

Optimize

Research Develop Design Suggest Enhance Increase Improve Adapt Adjust Anticipate Renew Recommend Innovate Imagine Transform Invent

Animate

Lead Coach Administrate Steer Preside Delegate Advise Help Recruit Federate Coordinate Organise Restart Supervise Schedule Integrate Train Support Evaluate Appreciate Transmit

- The score (total number of points for each criterion) determines affiliation to «a job group and job class,» as well as classification Ex: score of 30 points = D8 classification.
- Each classification is associated to a minimum salary
- In contrast with the current situation, your classification will change if you occupy a position with a different score than your current position, without reducing your salary

Scoring (no. of points)	Job Groups	Job Classes		
58 to 60	I	18	Executive	
55 to 57		17		
52 to 54	H	16		
49 to 51		15		
46 to 48	G	14		
43 to 45		13		
40 to 42	F	12		
37 to 39		11		
34 to 36	E	10		Executive positions start at 37 points
31 to 33		9		
28 to 30	D	8	Non Executive	
25 to 27		7		
22 to 24	C	6		
19 to 21		5		
16 to 18	B	4		
13 to 15		3		
10 to 12	A	2		
6 to 9		1		

Evaluation grid, the reference system for job analysis of the new national

✔ Note down the number of points corresponding to the level of requirement of your position, starting from the bottom of the table ✔ Add the 6 values obtained

Requirement level/No. of points	1 Job Complexity	2 Expertise	3 Autonomy
10	Designing programmes/projects/ strategies aimed at anticipating contextual evolutions for the entire organisation.	Position requiring the elaboration of benchmark expertise.	Position requiring the results-oriented definition of strategic guidelines and relevant means.
9	Elaborating systems/models relative to several professional fields or advanced expertise in a given field.	Position requiring highly specialised expertise in a given subject area.	Position requiring the results-oriented definition of guidelines relative to general organisation with optimised means.
8	Elaborating major processes in one or several professional fields.	Position calling for specialised knowledge of a subject area or in-depth knowledge of several subject areas.	Position requiring results-oriented identification of guidelines and adaptation of allocated means.
7	Analyses and studies requiring the combination of a set of techniques or specialisation in a given technique.	Position requiring in-depth expertise in a subject area or general knowledge of several subject areas.	Position calling for identifying results-oriented methods/processes/means.
6	Analyses aimed at defining and implementing processes requiring the mobilisation of various methods or techniques.	Position requiring in-depth knowledge in an aspect of a given subject area.	Position calling for identifying solutions, as well as optimising methods and means validated upon the initiative of a third party.
5	Implementing activities involving the selection and implementation of indexed methods/tools, completion of diagnoses aimed at anticipating/resolving difficulties.	Position requiring general knowledge of an aspect of a given subject area.	Position calling for modifying partially identified solutions validated upon the initiative of a third party.
4	Implementation of various activities, evaluating and processing various challenges, implementing and adapting indexed operational methods.	Position requiring theoretical and practical professional expertise.	Position calling for adapting identified solutions subject to occasional supervision.
3	Developing similar activities, identifying anomalies, implementing identified operational methods.	Position requiring mostly practical professional expertise.	Position calling for the selection of identified solutions subject to frequent supervision.
2	Developing various simple tasks, identifying anomalies by setting out initial elements of understanding.	Position requiring elementary expertise.	Position calling for the application of identified solutions subject to frequent supervision.
1	Developing simple and repetitive tasks, reporting anomalies.	Position requiring minimal expertise.	Position calling for the execution of simple predetermined tasks under permanent supervision.

collective agreement for the metallurgy industry



✔ See previous page for job group and job class

4 Contribution	5 Management-Cooperation	6 Communication	Requirement level/No. of points
Position affecting the continuity of economic organisation methods.	Managing/coordinating the entire organisation.	Position requiring the mobilisation of key decision makers.	10
Position affecting the organisation's/ economic entity's LT performance.	Managing/coordinating a subset of the organisation.	Position requiring complex negotiations and representation relative to strategic challenges.	9
Position affecting the development of a subset of the organisation/economic entity.	Hierarchical management of hierarchical managers and/or coordinating a set of resources/means.	Position requiring negotiation with and representation to various major players.	8
Position affecting the performance of a subset of the organisation/economic entity.	Hierarchical management of working teams and/or coordinating a subset of resources/means.	Position requiring the establishment of acceptance and compromise in a context of varying/diverging interests with significant stakes.	7
Position affecting the transformation and performance of a given section/ division.	Hierarchical management of a working team, including individual evaluations and/or coordinating various activities.	Position requiring cooperation and partnerships with representatives of other entities.	6
Position involving decisions producing effects on a given section/division.	Activating/distributing/supporting/ supervising/coordinating activities or collective sharing of knowledge and practices.	Position requiring the production of shared/concerted observations/ decisions with contacts to engage.	5
Position concerning decisive actions producing effects on various working teams.	Collective technical/organisational support or individual sharing of expertise and practises.	Position requiring demonstrative communication and argumentation.	4
The position has an effect on various different positions within the working team.	Individual technical/organisational support.	Position requiring adjusted responses depending on the contact person.	3
The position has an effect on identical/ similar positions.	Experience/knowledge sharing and/or regular cooperation.	Position requires formulating questions, establishing dialogue and reworking solutions with contacts in the immediate environment.	2
Position effects are limited to its own activities.	Occasional cooperation.	Position requiring the comprehension of simple instructions and discussions.	1

End of the employment contract, what you need to know

	Definition	Notice period	Legal Redundancy Payment (ILL)/ Conventional Redundancy Payment (ICL), balance of accounts	Tax and social security regime of the indemnity 2023 PASS value : €43.992	Return for Employment Allowance (ARE) = former allowance for unemployment)
Contractual termination (departure on the basis of mutual agreement between employee and employer)	It allows the employer and the employee on a open-ended contract (CDI) to come to a mutual agreement on the conditions for the termination of the employment contract between them. It is possible under conditions and compensation. A termination agreement must be drawn up. It must be validated by the Dreets.	No notice period but departure date according to negotiation.	At least equivalent to the more advantageous of ILL or ICL. Employee can negotiate additional compensation with the employer The employee receives the holiday pay (CPs), if he/she has not taken all the holidays earned at the date of termination of the contract.	Tax-exempt up to the limit of the legal or contractual indemnity or 2 years' salary (or 50% of the total indemnity) up to 6 PASS and exempt from social security contributions up to 2 PASS	The employee is entitled to the ARE Waiting period depending on the amount of the supra-legal severance pay received and the paid holidays
Resignation	Allows you to terminate your permanent contract (CDI) on your own initiative. The departure date is linked to the notice period.	1 month for less than 2 years' seniority, beyond that 2 or even 3 months. Note that it is the employer who decides whether or not to exempt you from giving notice. Taking time off during the notice period means that the end date is postponed.	No ILL (no severance pay) Payment of untaken holiday days (CPs).	Compensation of notice period, payment of CPs, non-competition indemnity are subject to income tax.	Except in special cases, resignation does not entitle you to receive ARE No portability from the MESE
Dismissal for inadequacy/ professional incompetence	The employer can invoke this reason to dismiss an employee who has not been able to carry out his task as stipulated in the employment contract (incompetence, professional unsuitability, errors, failures, disorganisation, insufficient or unusable work, lack of qualifications despite the employer's training efforts, etc.).	1 month for less than 2 years of seniority , beyond that 2 months, or even 3 months. For executives: 6 months (after age 50). Note that it is the employer who decides whether or not to exempt you from this notice period. Taking time off during the notice period means that the end date is postponed.	The employee receives ILL or ICL Payment of untaken CPs.	Tax-exempt up to the limit of the legal or contractual indemnity or 2 years' salary (or 50% of the total indemnity) up to 6 PASS and exempt from social security contributions up to 2 PASS	The employee is entitled to the ARE Waiting period depending on the amount of the supra-legal severance pay received and the paid holidays.
Dismissal for incapacity (physical or mental)	Minimum 8 months of uninterrupted seniority.	no	The employee receives ILL or ICL. Special compensation if the physical unfitness is of professional origin (accident at work/ occupational disease). The amount of the special compensation is at least equal to double the legal redundancy compensation without any seniority condition.	Exempt from income tax if the incapacity is of professional origin.	The employee is entitled to the ARE.
Dismissal for misconduct / gross misconduct	The employee's departure is immediate , without the possibility of executing the notice period or paying compensation (unjustified absences or abandonment of post, indiscipline, refusal to execute a task provided for in the contract, harassment, violence, insults, theft in the company, drunkenness in the workplace, etc.). If the acts committed reflect a desire to harm the company and result in damage, the company may also claim damages from the dismissed employee.	No possibility of working the notice period and not paid for it.	No severance pay. Payment of untaken CPs.	The payment of CPs is subject to income tax.	The employee is entitled to the ARE.
End of contract to take retirement	An employee can decide to retire once he or she has reached the legal age. This voluntary departure is equivalent to a breach of the employment contract on the employee's initiative , but does not constitute a resignation or a conventional termination of contract.	Contact HR at least 6 months beforehand to finalise your departure and at least 2 months before taking an ICDR in time. Update your CARSAT file 12 months before.	Retirement indemnities, provided that the pension is liquidated: ICDR (Capital or Annuity) and for some Article 39 (cf page 20)	Subjected to income tax.	NA

The CFTC, who are we ?

The CFTC is an important social partner: it is one of the 5 representative trade union organisations at national level.

✔ This status of the CFTC enables it to act significantly in the various institutions of the Republic, including the Ministry of Labour.

It also participates actively in the management of parity organizations⁽¹⁾ such as social security, unemployment insurance, vocational training, retirement...

⁽¹⁾ Employers and employees are equally represented and manage, by political decision, the direction and use of contributions.

“ A trade union is an organization that defends the material and moral interests of employees. It is represented at the workplace by company trade union sections, some of whose members are elected and represent the employees in the meetings of the CSE (Social and Economic Committee). ”



140,000 members



A presence in all French regions
(metropolitan France and overseas)
and **in all professional sectors**



No. 1 Trade Union Organisation (OS)
within TF1, Décathlon, Auchan, Éram, Boulanger, Leroy Merlin, Sanofi groupe, Lafarge, Ernst & Young, Somfy...



764 trade unions
affiliates of the Confederation



44% of women
and **56% of men**
are activists in the CFTC



100 years
of existence and proposals
to develop workers' rights

■ The CFTC is a trade union that cares about all employees, without any distinction.

It was founded 100 years ago on the basis of the principles of Christian social morality.

■ Today, the values of the CFTC are solidarity, respect for the individual, social justice, tolerance and secularism. The CFTC acts with complete independence from political parties or pressure groups.

A reformist union at the service of social construction, the CFTC refuses class struggle and systematic opposition; it favours negotiation and social dialogue in order to sign agreements to reconcile economic and social performance.

The CFTC, through its positive approach to trade union action, seeks new solutions to individual and collective issues, and is always committed to the defence of employees, with the desire to preserve a quality environment allowing for the health and development of each individual.

■ Over the past few years, the CFTC has been gaining momentum at Schneider.

Thanks to your votes, the CFTC is currently the **2nd representative organisation within the SEI - SEF**, so it can legitimately speak on behalf of all employees. The fieldwork carried out with employees is unanimously recognised, as is its integrity and **independence from management**.

■ Your CFTC elected representatives are there to listen to you. They are on the ground nearest to you. At the same time, they:

- support you in your procedures, advise you in your negotiations and provide you with relevant tools and analyses
- represent the voice of employees
- are concerned on a daily basis with the working conditions and health of employees
- act in parity committees such as the Mutual Health Company, the Pension Scheme for Large Risks, retirement...
- are active in the Labour courts, as well as in all parity committees and negotiate collective agreements with management
- are consulted when changes are made to the company's organisation
- manage or co-manage the works council (Social and Cultural Activities of the CSE).

Join the CFTC and help us bring social dialogue to life in your company

Incentive and profit-sharing investment

Savings of up to 5 CPs in the CET

Monthly deposit on PERECO/PEG


Modification of the MESE additional voluntary contribution

Exceptional deposit on PERECO/PEG

JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE
1 M Jour de l'an	1 T	1 F	1 M L. de Pâques	1 W Fête du travail	1 S
2 T 01	2 F	2 S	2 T 14	2 T	2 S
3 W	3 S	3 S	3 W	3 F	3 M
4 T	4 S	4 M	4 T	4 S	4 T 23
5 F	5 M	5 T 10	5 F	5 S	5 W
7 S	6 T	6 W	6 S	6 M	6 T
8 S	7 W 06	7 T	7 S	7 T 19	7 F
8 M	8 T	8 F	8 M	8 W Victoire 1945	8 S
9 T 02	9 F	9 S	9 T 15	9 T Ascension	9 S
10 W	10 S	10 S	10 W	10 F	10 M
11 T	11 S	11 M	11 T	11 S	11 T 24
12 F	12 M	12 T 11	12 F	12 S	12 W
13 S	13 T	13 W	13 S	13 M	13 T
14 S	14 W 07	14 T	14 S	14 T 20	14 F
15 M	15 T	15 F	15 M	15 W	15 S
16 T 03	16 F	16 S	16 T 16	16 T	16 S
17 W	17 S	17 S	17 W	17 F	17 M
18 T	18 S	18 M	18 T	18 S	18 T 25
19 F	19 M	19 T 12	19 F	19 S	19 W
20 S	20 T	20 W	20 S	20 M L. de Pentecôte	20 T
21 S	21 W 08	21 T	21 S	21 T 21	21 F
22 M	22 T	22 F	22 M	22 W	22 S
23 T 04	23 F	23 S	23 T 17	23 T	23 S
24 W	24 S	24 S	24 W	24 F	24 M
25 T	25 S	25 M	25 T	25 S	25 T 26
26 F	26 M	26 T 13	26 F	26 S	26 W
27 S	27 T 09	27 W	27 S	27 M	27 T
28 S	28 W	28 T	28 S	28 T 22	28 F
29 M	29 T	29 F	29 M	29 W	29 S
30 T 05	30 S	30 T	30 T 18	30 T	30 S
31 W	31 S Pâques	31 S Pâques	31 F	31 F	

JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY 2025
1 M	1 T	1 S	1 T	1 F Toussaint	1 S	1 W Jour de l'an
2 T 27	2 F	2 M	2 W 40	2 S	2 M	2 T
3 W	3 S	3 T 36	3 T	3 S	3 T 49	3 F
4 T	4 S	4 W	4 F	4 M	4 W	4 S
5 F	5 M	5 T	5 S	5 T 45	5 T	5 S
6 S	6 T 32	6 F	6 S	6 W	6 F	6 M
7 S	7 W	7 S	7 M	7 T	7 S	7 T 02
8 M	8 T	8 S	8 T 41	8 F	8 S	8 W
9 T 28	9 F	9 M	9 W	9 S	9 M	9 T
10 W	10 S	10 T 37	10 T	10 S	10 T 50	10 F
11 T	11 S	11 W	11 F	11 M Armistice 1918	11 W	11 S
12 F	12 M	12 T	12 S	12 T 46	12 T	12 S
13 S	13 T 33	13 F	13 S	13 W	13 F	13 M
14 S Fête Nationale	14 W	14 S	14 M	14 T	14 S	14 T 03
15 M	15 T Assomption	15 S	15 T 42	15 F	15 S	15 W
16 T 29	16 F	16 M	16 W	16 S	16 M	16 T
17 W	17 S	17 T 38	17 T	17 S	17 T 51	17 F
18 T	18 S	18 W	18 F	18 M	18 W	18 S
19 F	19 M	19 T	19 S	19 T 47	19 T	19 S
20 S	20 T 34	20 F	20 S	20 W	20 F	20 M
21 S	21 W	21 S	21 M	21 T	21 S	21 T 04
22 M	22 T	22 S	22 T 43	22 F	22 S	22 W
23 T 30	23 F	23 M	23 W	23 S	23 M	23 T
24 W	24 S	24 T 39	24 T	24 S	24 T 52	24 F
25 T	25 S	25 W	25 F	25 M	25 W Noël	25 S
26 F	26 M	26 T	26 S	26 T 48	26 T	26 S
27 S	27 T 35	27 F	27 S	27 W	27 F	27 M
28 S	28 W	28 S	28 M	28 T	28 S	28 T 05
29 M	29 T	29 S	29 T 44	29 F	29 S	29 W
30 T 31	30 F	30 M	30 W	30 S	30 M	30 T
31 W	31 S	31 T	31 T	31 T 01	31 T	31 F



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