

L'essentiel du mois

January 2026

About Schneider

- **Closure of CEV (Privas):** the Employment Protection Plan (PSE) was signed unanimously by the trade unions. Once this plan will be approved by the DREETS, the 119 employees will have the option of taking early retirement or benefiting from assisted mobility within the group or externally.
- **SE 2025 results:** after putting pressure on employees throughout the second half of 2025, management reassured investors that its targets would be met.
- **Global Customer Project (GCP) transformation:** creation of the regionalised "One Solutions" organisation. In France, 58 out of 659 employees will change managers. Share your experience and the consequences of these decisions with your [CFTC representatives](#).
- **Creation of the EM Software and Services division,** which combines Digital Energy with agnostic software (ETAP-IGE-Planon, etc.) and Global Services. This affects 870 employees in France out of a total of 7,400 worldwide.
- **Salary negotiations (NAO 2026):** the first meeting (18/12/2025) reviewed SE's economic situation. According to [the press](#), the average salary increase in our sector is expected to be between 2.1% and 2.5%.
- **Annual public transport pass:** Schneider Electric continues to cover 75% of the cost, of which 25 points will automatically be [declared as a benefit in kind](#) on your payslip for the payment of social security contributions.
- **Annual Performance Review (APR):** in addition to your personal goals, select max 5 people to illustrate your "contribution to the success of others". Follow the [CFTC's recommendations](#) and [use the Jobmeter](#) to find out your salary position. If you use TalentLink's AI, be sure to check its suggestions before submitting them to your manager.
- **Training Plan 2026:** management is currently [gathering your expectations](#). Don't forget to express your requests for a chance to receive useful training in 2026!
- **Step Up:** management is extending the ban on awarding new Step Up points until further notice. Points already earned remain valid.



Find out more

- The professional world [values availability](#): **saying no does not mean being less committed.**
- **Euria, an European AI assistant** that means you no longer have to [depend on American giants](#).

"CFTC & you"

- **New recruits and recent graduates,** find out about the specific salary plan. [Agnès explains it](#) in 1 minute.



- **Summary of the professional elections:** [François' summary](#) in 1 minute



Indicators

- **Inflation in 2025:** around +1%.
- **Revaluation of the min wage** on 1 January: +1.18%.
- **2% increase in the annual social security ceiling** on January 1st : €48,060.

Eco, social & environmental news

- **The environmental penalty is being tightened**, with the threshold for triggering it falling from 113 g/km to 108 g/km of CO2 emissions. Electric cars will also be affected.
- **Changes to the calculation of the Energy Performance Certificate** (DPE) from 1 January 2026 to promote electrically heated homes.
- **Sick leave:** new controls using a [video monitoring system](#).
- **The end of ARENH:** the increase in the cost of electricity for professionals is likely to impact inflation in 2026.

Keep in mind !

- **Sustainable mobility allowance:** submit your invoices [by the end of January](#).
- If you are **sick during your paid leave**, you can recover your paid leave days : send your sick note within **48 hours** (payroll & HR & manager). **Do not wait until the end of your leave to do this.**
- Bridging days 2026 at [Schneider Electric SEI-SEF](#)

The CFTC wishes you a happy new year !

Your CFTC representatives :

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