



STIP 2025 paid in 2026: Any limitation on the individual share is unlawful !

As every year, the appraisal period is a source of stress both for employees and for managers, who must determine the percentage of STIP for eligible individuals.

Schneider was convicted in 2024 for limiting personal STIP shares to no more than 100% per team.
The Court of Appeal ruled that the methods used to calculate collective and individual shares were unlawful. ([RG 22/052524 of 17/12/2024](#)).

Today, this individual share remains visibly under surveillance !

In 2025, there was not enough time to change the rules. Management then committed to bringing the STIP rules into compliance in 2026.

In a communication to trade unions in December, Schneider confirmed that it would not impose a target per team on managers. However, they are alerted by a “pop-up” **when they exceed 100% for their team**. This alert is not blocking and nothing prevents managers from going beyond it.

In fact, some assessments already carried out reveal situations that do not comply with the law, as management is said to be issuing instructions... **please note that any manager issuing restriction orders would be acting unlawfully.**

In its ruling, the Court of Appeal specifies that :

- “The implementation of an assessment method based on the creation of groups assigned **pre-established quotas** that assessors are required to comply with is unlawful.”
- “the desire to promote fair differentiation based on the individual performance of each employee is particularly undermined by the introduction of these corrective measures.”
- “The existence of **rules for offsetting** between performance levels, combined with the incentive to **calibrate individual assessments**, (...) necessarily implies taking into account criteria that are **unrelated to the assessment of employees' professional aptitude** alone, their achievement of the annual targets set **at the beginning of the year**, and their behaviour”

“Consequently, these methods of assessing individual performance for the purpose of determining the STIP open up the possibility of arbitrary decisions and should therefore be declared unlawful”.

The CFTC points out that the STIP is a variable part of some salaries and not a bonus that is paid on top. Below 100%, the STIP becomes a penalty !

The CFTC calls on managers to comply with the law by not allowing themselves to be influenced by senior management and to make decisions independently and impartially.

The CFTC will not accept the system being misused once again. Please report any unusual situations to your CFTC representatives.

The CFTC is prepared to return to court.

Management has defined an application grid based on individual performance. The personal share of the STIP can vary from 0% to 200%.
On development impact : < 80%
Constant impact : from 81% to 139%
Exceptional impact : ≥ 140%

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