



Salary negotiations for 2026: An acceptable budget (2%) taking inflation into account inflation

2026/01/21

Against a backdrop of 0.9% inflation (HICP), with French GDP growth at 0.9% and Schneider's economic situation mixed in terms of its (overly ambitious?) targets, wage negotiations were not looking very promising.

As every year, the management rolls out a well-rehearsed scenario!

- **First meeting** : Management gives an overview of the macroeconomic situation and an update on Schneider's performance. This is where we get out the tissues because nothing is going right!
- **Second meeting** : Unions present their reasoned demands and management makes an initial minimal proposal, which is obviously unacceptable (1.4% + 0.1% for 2026).
- **Ultimate meeting** : Management explained that it 'understood us' and generously added an extra 0.3 percentage points. All the trade unions then proposed 2% + 0.1%.
Management made a final offer of **1.9% + 0.1%**.

SEI / SEF organization :

Non executive :

General increase : 1% mini 28€

Individual increase : 0,9%

Executive :

1,9 % only individual increase

In addition, the seniority bonus has been increased for **non-executives**:

- **2.8%** for Group 1 entities
- **7.7%** for entities with a lower seniority bonus (CEV, SEEF, SA3i, SEAubenas).

As usual, management is blackmailing us: 'If you don't sign, we'll go back to 1.5% + 0.1%.'

Management commits to three additional points

- The opening of negotiations on **improving the PERO** with a commitment to increase employer contributions.
- An **analysis of catering costs** (which are constantly rising) with the aim of reducing the bill, enabling employees to understand the cost of meals and ensuring the same level of quality across all sites in France. Feedback is expected in September 2026.
- **Alignment of meal expenses** when travelling between Paris and the provinces:
€27 for lunch and €40 for dinner (instead of €22 and €36 currently for the provinces).

The CFTC requested that the 0.1% be included in the budget because, in our view, this budget is not intended to reduce gender pay gaps, but rather to manage promotions accompanied by insufficient pay rises.

The CFTC reminds employees and managers that it is possible to obtain a salary increase outside of the salary review period.

CFTC members deemed this proposal acceptable, and the CFTC signed.

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