

L'essentiel du mois

February 2026

About Schneider

- **Salary negotiations (NAO 2026):** a package of **1.9% + 0.1%** (gender equality) is acceptable.
Non-executives: 1% general increase and 0.9% individual increase with a minimum of €28 (35% of employees) and a minimum 2.8% increase in seniority bonus. **Executives: 1.9% individual increase.**
Management is committed to transparency and fairness in the pricing of company canteens, as Schneider has not subsidised meals by 50% for a long time (approximately 30%).
- Standardisation of the **meal allowance ceiling** for business travel in France: €27 for lunch and €40 for dinner. [Find out +](#)
- **New corporate programme, Schneider NExT:** under the heading of 'cost competitiveness', [an initiative](#) has been announced that aims to 'reduce complexity' by eliminating 'unclear responsibilities'. This most likely explains why, over the past few months, there has been a wave of managerial job cuts, with managers being pushed to leave Schneider.
- **Annual public transport pass:** [extension of the 2025 rules](#). Contrary to what the government had announced, there will be no benefit in kind declared on payslips. It should be noted that Schneider's contribution remains at 75%.
- **Reorganisations:** following the absorption of Final Distribution by Power Product, the transformation of GCP into '[One Solutions](#)' and the creation of the '[EM software & services](#)' division, it is now the turn of the [Industrial Automation LoB](#). Let us hope that the management of the Industrial Controls & Drives LoB by the China Hub is not a sign of future industrial relocation...
- **Professional elections:** the new **employee representatives** are in place for four years at SEI-SEF. Find your [CFTC contacts](#) by site here.
- **Variable portion of salary for sales teams (SIP):** Please note that the Court of Appeal ruling requires management to set targets at the beginning of the financial year. If your objectives are not set before March 31, contact [your CFTC representative](#).

Find out more

- **The great bluff of soft skills**, which serves as a smokescreen for [a decline in competence](#).
- **A good manager does not seek the limelight.** [They create it for others.](#)

- As long as **companies confuse confidence with competence**, they will continue to promote the most confident and [gradually lose their best people](#).

"CFTC & you"

- **Salary increases:** when should you ask for one?
[Olivier explains](#) in two minutes.
- **STIP 2025 paid in 2026:** any [limitation on the individual portion is illegal!](#)



Indicators

- **Teleworking expenses:** while Urssaf exempts contributions of [up to €3.30 per day](#), Schneider has not increased the teleworking allowance (€2) since 2023.
- **Reduction in [Livret A and LEP](#) savings account** interest rates from Feb 1st.
- [Inflation in 2025](#) (12-month average): 0.94%
- [1.17% increase in the minimum wage](#) (SMIC) on Jan 1st.

Eco, social & environmental news

- **Additional birth leave:** [compensation will be degressive](#), with the first month compensated at 70% of the previous net salary and the 2nd month compensated at 60% of the previous net salary, limited to the social security ceiling (€4,005). The CFTC will ask Schneider to reopen negotiations to complete the coverage of the second month's salary.
- **A new 'retraining' fixed-term contract** allows [employees to receive training within a host company](#) without the risk of losing their original job.
- **Mutually agreed termination:** the employer's contribution rate is increased from 30% to 40% for [terminations occurring on or after Jan 1st](#).
- **Calculation of weekly overtime:** [paid leave must be taken into account!](#)
- **European companies may have to choose** between doing business with the [United States or China](#).

Keep in mind !

- **Travelling abroad?** For long-haul flights, it is possible to upgrade your ticket with a medical prescription. In any case, visit the health service to find out what to do if you encounter any health issues while abroad.
- **If you are travelling abroad this summer**, remember to update your passport or identity card.

