

MENTAL HEALTH AMONG EMPLOYEES

A concern more than ever at the heart of union action

The mental health of employees at the Angoulême site is deteriorating. Warnings raised by health professionals and the situation on the ground are clear: more and more colleagues need psychological support, and their distress stems from the way work is organized. Schneider Electric Angoulême is now identified among the companies in the Charente area affected by a noticeable increase in such cases.

Yet management wants to be reassuring: according to it, there would be no significant increase in burnout cases, nor in situations of harassment, the classification of which is still being debated. But what should we believe?

At the center of the system, occupational health, although close to employees, says it lacks the proper tools to assess the situation. For their part, sick leave notes without a stated reason prevent any precise classification. And without clear recognition, employees remain alone in the face of their suffering.

The contrast between the position put forward by Angoulême management and the findings from the field raises questions. Support functions, LOB, Production, HR: proven cases are multiplying. But out of fear, some employees prefer to keep silent about their distress.

The CFDT, CFE-CGC, CFTC and CGT unions are asking management to implement, without delay, all necessary measures in order to meet its obligations and establish an objective assessment of the situation. It is up to the employer to protect employees' mental health, in accordance with Article L4121-1 of the French Labour Code.

Dear employees, it is time to face reality: silence protects the problems, not you. Speaking up is already taking action. Speak out and come testify now to the trade unions that have signed this manifesto.

Employee mental health must be everyone's top priority.

It is deeply regrettable and difficult to excuse that the majority trade union at the Angoulême site made the controversial choice to dissociate itself from this inter-union action.

