



# L'essentiel du mois

## July 2026

### About Schneider

- **New Job codes** : Do you have any questions? [Sign up](#) for the CFTC webinar on July 6 or 7.
- **Inter-union request for a review of the NAO**: management has [rejected the motion](#)...
- **New 2026 Profit-Sharing Agreement**: management has made [some concessions](#) in these negotiations. However, the percentage remains stagnant at 10%.
- **2026–2030 Senior Employees Agreement**: some changes:
  - All Group entities will be able to take advantage of the ICDR time-off option or its paid part-time extension
  - For shift workers whose health has deteriorated, access to day shifts will be facilitated
  - Factory employees will be able to more easily take advantage of the various [PASS programs](#)
- **Bridge Days 2027** (ACS-RP and Grenoble sites)  
Fridays : May 7, November 12, and December 24.
- **Mid-year review**: assess the progress of [your goals](#) with your manager and remove any that are no longer relevant. Don't forget to document your discussions
- **"Essentials" training 2026**: some employees must complete up to 10 training courses by the end of October 2026, some of which are unrelated to their job duties. Has the system gotten out of hand?
- **eStar: results of the union elections**: welcome to the 7 newly elected CFTC representatives.
- **New CFTC union chapter at SAREL**: want to learn more? [Contact Emmanuel](#).
- **New rule on cell phone use while driving**: prohibited during business travels, even with a hands-free kit. The CFTC is calling for a revision of employee schedules to account for the lost time.
- **One Solutions**: the reorganization includes a dedicated team to support major data center projects.
- **GSC Europe**: the CFTC is concerned about the imbalance created by the organization of the Europe Hub. French factories are focused on end-of-life or low-volume product lines, while new products are directed to factories outside France.
- **ACS-RP**: The CFTC is strengthening its presence at ACS-RP: [learn more](#)

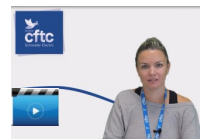
### Find out more

- **Sick leave**: absenteeism on the rise, especially [among executives](#)
- **Increase or Replacement**: how to anticipate the **impact of AI on work?**

- **The "silver ceiling"**: the invisible barrier holding back the [careers of older](#) workers
- **Compensation**: how to structure an effective, evidence-based [pay raise](#)
- **Banks & AI**: a sudden halt in the face of [skyrocketing costs](#) in 2026
- **High-performing organizations** are not the ones that have [aligned everyone](#) behind a clear vision.

### "CFTC & you"

- **Food allowance, overtime**: what are the rules?  
Caroline explains [it in 2 minutes](#)



### Indicators

- **Inflation** at the end of June 2026 (12-month rolling average): **+1.8%** falling oil prices are helping to keep inflation down

### Eco, social & environmental news

- **Mutually Agreed Termination**: reduction in the max duration of employee severance [pay effective Sept. 1](#).
- The proportion of **job-seeking graduates** [is increasing](#).
- One in two employees is experiencing **psychological distress**, [a record high since 2020](#).
- Companies are the [main drivers of the transition to electric vehicles](#)
- [France will be able to produce](#) more hydroelectric power
- Ultimately, the French are **no less productive** [than the rest of Europe](#)
- **Cap on sick leave** starting Sept. 1, 2026: 1<sup>st</sup> prescription limited to 31 days, [62 days for a renewal](#).
- **Long careers**: [new retirement rules](#) effective Sept. 1

### Keep in mind !

- **Summer vacation**: you are required to take two consecutive weeks of paid leave between May 1 and October 31.
- **Heat wave**: take care of your health; contact workplace medicine for assistance, in the absence of a genuine investment policy from Schneider for its plants.
- **Be sure to complete your "Essentials" training** during any slow periods over the summer.
- **If a public holiday occurs on a Saturday** (as is the case on August 15, 2026) and the employee took the previous week as paid vacation, Schneider will credit one day of paid vacation.

Your CFTC representatives :

[Sylvie RESTANI](#)   [Xavier MERLINI](#)   [Emmanuel BUR](#)  
[François SOENEN](#)   [Ludovic LAMBERT](#)

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