QVCT: A Few Changes, Not a Revolution

August 26, 2026

Management wanted to consolidate three agreements into one, simply titled “**Agreement on Equal Opportunity, Prevention, Quality of Life, and Working Conditions”** quite a broad scope!
Above all, this agreement serves to reiterate rules that are sometimes overlooked and provides a clear overview of the options for adjusting working conditions

A few adjustments to help employees cope with life’s uncertainties

To support a person with a disability, a terminally ill patient, an elderly person… (20% of French people are considered “caregivers”) and for employees facing temporary and unforeseen difficulties… the agreement provides for several changes that supplement existing measures:

- The wage supplement for AJPA/AJAP benefits, which increases from 40 to 55€ per day.
- Temporary work arrangements such as part-time work and telecommuting under specific conditions.
- The creation of a “donated days” solidarity fund contributed to by employees who choose to do so. This group-based program, which is experimental for four years, supplements the existing program but is limited to 100 days per year.
- One day of leave for parents 1 and 2 in the event of a spontaneous termination of pregnancy.
- Two half-days of leave to facilitate the process of obtaining disability recognition.
- The maintenance of 180 daycare spots and the expansion of inter-company daycare offerings.

“Sustainable” transportation: minimal services…

On this point, and despite requests, Schneider falls far short of what other major companies are doing…

- A €130 allowance to cover safety equipment or (only) the maintenance of bicycles and scooters.
- A “preferential” rate for purchasing a charging station (though the details are unknown at this time).
- A carpool allowance of up to €400 (€2 per trip, with a minimum of 80 trips per year), prorated for part-time employees.
- Public transportation allowance: 75% covered (no change), with the limit increased to a maximum of €900 if the bicycle maintenance/safety allowance is combined with the public transportation allowance.

Cost of charging a personal vehicle at Schneider sites: management has committed to reviewing the current rate because it has observed a sharp decline in usage since the service has been priced far too high (40 cents/kWh)!

Social and Environmental Responsibility: An Ambition That’s a Bit Too Modest…

As corporate CSR becomes a key factor in competitiveness and attractiveness, Schneider aims to have 30% of its employees involved by 2030:

- Community service: 20 hours/year (paid) and up to 30 hours for employees over 50.
- Reserve duty: up to 20 days per year (paid) without prior approval but with one month’s notice.
- Disability: Schneider is committed to
  - ⇨ hiring 30 employees on permanent contracts and 70 work-study students with disabilities over four years,
  - ⇨ sourcing 3% of its total subcontracting volume from organizations in the sheltered employment sector,
  - ⇨ strengthening its partnership with the sheltered employment sector through skills-building assignments by offering “CDD Tremplins”

Once again, everything depends on the line manager.

This agreement reiterates their role; in addition to their usual duties, they must:

- Identify and prevent instances of gender-based or sexual discrimination, promote inclusion, and ensure that any attitudes or stereotypes likely to undermine workplace relationships are avoided
- Uphold workplace equality (for people with disabilities, LGBTQIA+ individuals, etc.)
- Safeguard equal opportunities and the professional development of their employees
- Enforce rules regarding rest periods, breaks, vacation time, and on-call hours…
- Listen to employees to mitigate risks during reorganization projects
- Foster a friendly atmosphere by organizing, for example, team-building activities that promote solidarity…
- Encourage a culture of feedback and lead by example.

Management will provide a wide range of training opportunities, with a particular focus in 2027 on training regarding “psychosocial risks.” The goal is to train 100% of managers, including those based abroad.

This 2026 agreement places the full burden of the company’s social commitment, as well as employee health issues, on management. The CFTC questions what resources managers will have at their disposal to implement this policy within the very restrictive framework of the NeXT program.

The CFTC signed this agreement to acknowledge the few advances regarding sustainable transportation, accommodations for caregivers and parents… even though certain measures are inapplicable to the factories.

The CFTC regrets that the many causes of workplace distress (a series of reorganizations, new tools imposed without support, “supervised” employee assistance programs, etc.) are not addressed in this agreement!

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