



L'essentiel du mois

August 2026

About Schneider

- **STIP / SIP & Profit-Sharing:** Schneider Electric's [mid-year results](#) suggest that the 2026 STIP, 2026 profit-sharing bonus (paid in 2027), and SIP (in most regions) are likely to be higher than in 2025.
- **New Quality of Life and Working Conditions Agreement (QVCT):** Several updates and improvements are outlined in the latest CFTC [communication](#).
- **Global Career Architecture (GCA):** Following the success of the first two webinars, CFTC is organizing a new session on **September 29 at 1:00 PM**. Registration is available [online](#).
- **Factory Closure Risks:** Management has committed to presenting its transformation plan for the French industrial footprint to employee representatives. An extraordinary Central CSE meeting is scheduled for September 10. Local CSE will place on September 9 at several industrial sites.
- **Expansion of the SETBT Plant (OKKEN switchboards) in Chartres-de-Bretagne:** The foundation stone was laid on **July 31** in [the presence of three ministers](#).
- **Use of mobile phones while driving prohibited by SE even with a hands-free kit** and even for a minute ! Failure to comply may lead to disciplinary measures, especially in the event of an accident. This rule does not apply to commuting between home and work.
- **Replacement of AMEX Cards with VISA City Cards:** The transition is expected to begin in October. Upon receiving the new card, employees will be asked to activate it, triggering the phased deactivation of AMEX cards through the end of December. More detailed information will be provided during September.
- **Additional Two-Month Birth Leave:** Employees are advised to schedule paid vacation days between the two birth leave periods to ensure continuous coverage under the MESE and Klésia benefit plans, pending further clarification from Management

"CFTC" & you

- We must stop viewing **harassment and burnout** as merely [individual issues](#)
- **Humor:** A light-hearted guide to understanding [corporate jargon](#) for newly hired employees 😊.

Find more

- **"Vibe Coding Fatigue":** Software developers, exhausted by the growing use of AI, are beginning to [develop](#) their own coping strategies.
- **Getting the Job Done... Until Burnout:** A [short video series](#) that provides valuable insight into today's workplace challenges.
- **Administrative Assistants:** When the obligation to remain pleasant at all times becomes [exhausting](#).

Indicators

- **Inflation:** As of the end of August 2026, [rolling 12-month inflation](#) stood at **2.4%**, driven mainly by higher energy prices and fresh food costs.
- The average **mortgage interest rate** reached **3.30%** [in July 2026](#).
- **Natural Gas:** Prices will increase by **5.6%** on 9/1/26.

Eco, social & environmental news

- **Mothers' Pensions:** The French government is [strengthening women's pension](#).
- **Mutual Termination Agreements (Rupture Conventionnelle):** The maximum [compensation period for employees](#) will be reduced from 9/1/26.
- **Earth Overshoot Day:** In 2026, [Earth Overshoot Day](#) fell on **July 30**. In 1972, this date was December 31.
- **Medicines:** The shelf life of **73 medicines** may be extended to help [reduce waste](#).
- **Recruitment and AI:** Since August 2, employers must [inform candidates](#) whenever a recruitment process involves a chatbot or AI-generated content.
- **Transport:** Contactless payment by bank card continues to [be rolled out](#) across the Île-de-France public transportation network
- **MaPrimeRénov':** From September 1, 2026, attic and roof insulation work, as well as window replacement projects, [will no longer be eligible for funding](#) when carried out as standalone renovations.

Keep in mind !

- **Back-to-School Leave:** Employees are entitled to 2 hours of authorized absence to accompany children under the age of 12 on their first day back at school (Paylink code 3390).
- **Housing:** Schneider can help you through the company's partnership with [Action Logement](#)

Your CFTC representatives

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