Merger of factories in Normandy:
an undeniable opportunity, but issues to bear in mind regarding support for employees

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The initial details of the restructuring plan for GSC's factories in France were presented to the trade unions at the Central Works Council (CSE). Negotiations for the Chasseneuil site are due to begin on 30 September. The three sites in Normandy are expected to be consolidated into a new site near the Evreux distribution center.

The aim of the "NExT Normandie" project is to lower the production costs of this new site, in line with those at the group's factories in Asia.

This **reduction in costs** will be achieved by eliminating most inter-plant flows, optimizing overheads (particularly within the management team, where 25 posts will be made redundant), **pooling certain investments**, and through the **automation** and **modernization of production lines**.
By 2030, the new 40,000 m² building will house 750 employees, covering the production of TeSys contactors (Le Vaudreuil), component manufacturing (Beaumont-le-Roger) and R&D of variable speed drives (STIE).
It will also bring together certain areas of the group's **expertise** (laboratories, training center, tooling center) and will thus become a showcase for customers by establishing itself as a **center of industrial excellence** in Europe.
The site's environmental performance and the quality of working conditions for employees will be at the heart of the project.

This €150 million industrial investment is conditional upon reaching an agreement on working hours, which must be finalized by the end of 2026 for implementation in 2030 !

The potential increase in employees' commutes and management's desire to standardize working hours as part of a flexible working arrangement are the key issues surrounding the project.

- The new site will be located more than 30 km from the former BLR and Vaudreuil sites, and 17 km from the STIE site. 470 people (out of the 580 employees at BLR and LV) will see their commute times increase.
- Performance agreements had been negotiated at these sites, resulting in different working hours and inconsistent arrangements for taking time off in lieu or receiving payment for overtime.

A support plan for this transformation is to be negotiated on the basis of the GEPP agreement

Changes in the nature of jobs will require additional skills, particularly in new technologies (AI, robotization, etc.).
To date, 80 posts have been identified as being at risk and 62 new recruitments are being considered.
The plan also provides for the redeployment of staff using schemes such as the 'Pass requalification' and 'Pass retraite' programs.
Management has given assurances that it will do everything possible to ensure that as many staff as possible join the new site, as **their skills are invaluable**.

The CFTC will support this significant change because it helps to safeguard industrial jobs in France, provided that the compensation for employees is commensurate…

The CFTC would like management to commit to scaling up production and manufacturing new products at this new site.

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