L'essentiel du mois
November 2026

About Schneider

- **EAP and compensation: new official timeline.**
  - Performance reviews: from 12/07 to 01/29/27.
  - Individual salary increase decisions: from 02/10 to 03/05.
  - Employees informed: from 03/18 to 03/31/27.

  As no dedicated discussion between managers and employees about compensation is scheduled, **CFTC encourages you to raise this topic during your EAP.**
- **Mandatory annual pay negotiations** (NAO) will run from 11/18 to 12/15/26. CFTC will once again put the erosion of employees' purchasing power on the negotiating table.
- **Purchasing power:** even though all of SE's financial indicators are green, management has rejected the elected representatives' request for an exceptional bonus linked to rising fuel prices.
- **Payment:** more than half of SE employees have a compa-ratio below 1 (meaning below the market median), according to an analysis by the expert advising the CSEC. A surprising situation, given Schneider's stated ambition to attract Talents…
- **Pending acquisitions:** plans to acquire PTC (€20.1 billion!) were announced in October. Schneider's share price fell by as much as 25% during October.
- **SE's Q3 results:** record revenue of €11.5 billions, with organic growth of 19% in Energy Management and 8% in Industrial Automation. These results suggest that profit-sharing and STIP payouts could be higher than those paid this year.
- **ONE VOICE 2026:** one in two employees has seen no change following previous surveys. Similarly, one in two feels that their pay does not reflect their level of commitment.
- **The medium-voltage subsidiary in Mâcon (SEEF)** will become part of Schneider Electric France (SEF) in July 2027. Its 370 employees will benefit from SEF's collective agreements in due course.
- **AI:** Vinciane Beauchêne has been hired to lead SE's AI-driven transformation within the HR function. What impact will this have on the different job functions? How will her role fit alongside the AI Hub?
- **Employee protection and supplementary health insurance:** as Schneider set to recover €1.2 million in social security contributions, the unions are calling for this money to benefit employees through **lower employee contributions to MESE**, by increasing the employer's share of contributions from 55% to 60%.

"CFTC" & you

- **Retirement is for young people !** Patrick explains in two minutes.
- **Payslip:** What does the number of hours worked mean ?



Find more

- **Retirement savings:** All your retirement savings accounts—even those you may have "forgotten"—can be viewed on "Info Retraite" under "Mon épargne retraite".
- **AI:** When producing becomes easy, ensuring reliability becomes a strategic priority.

Indicators

- **Inflation:** +3.4% year-on-year at the end of October. The annual average is expected to be **2.3%** by the end 2026.
- **GDP fell by 0.1**% in the third quarter.
- **European gas prices reached €100/MWh** for the first time since December 2022.

Eco, social & environnemental news

- **Schneider Electric** has raised €6 billions through a share issue to finance the acquisition of PTC.
- **Social dialogue:** losing momentum in modern companies?
- **AI:** Adoption is accelerating, but the economic benefits have yet to materialize.



- **Greenwashing:** Since 27 September 2026, the European Union has taken another step forward with the EmpCo Directive, requiring companies to rethink their environmental communications.
- In China, the **AI bubble** has already burst: doubts over demand and exports.

Keep in mind !

- **Voluntary contributions:** From 11/27 to 12/4, you can make a final contribution to the PEG and/or PERECO to benefit from employer matching contributions of **€1,800** (PEG) and/or **€800** (PERECO). Tax relief on PERECO contributions is still possible in 2027.

Your CFTC representatives

Sylvie RESTANI Xavier MERLINI Emmanuel BUR François SOENEN Ludovic LAMBERT

www.cftc-schneider.com

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