

Having a union presence in the company is an opportunity for employees because it acts as a counterbalance to management.

Group Committee

- 2 two-day meetings per year (one in Paris and one elsewhere)
- No delegation hours, but actual management hours to be declared in PayLink
- It receives information on:
 - strategic directions,
 - changes in structures and organisations,
 - market and competitive developments,
 - the economic and financial situation,
 - changes in employment and required skills,
 - investments,
 - the results of the companies making up the group.
- It benefits from expertise on strategic and social issues..

CSE-Central Committee

- Management meetings per year over 2 days in Paris.
- 2 expert assessments per year on three topics (social, economic, strategic)
- Special half-day meetings in Paris (approximately 5 per year)
- No delegation hours, but actual management hours to be declared in PayLink

Negotiations meetings

- These can take place at several levels (site, establishment, group) and on various topics (salaries, teleworking, gender equality, GEPP, disability, etc.).
- Group Coordinators or DSCs participate.
- Meetings in Paris (very often).
- By invitation. Management hours to be entered in PayLink
- For an agreement to apply, the signatory unions must represent at least 50% of the votes.

CSE Committee (Social and Economic Committee)

- In establishments with more than 300 employees: 11 management meetings,
- In establishments with fewer than 300 employees: at least 1 meeting every 2 months
- Special half-day meetings (approximately 4-5 per year)
- Delegation hours for full members. Actual management hours when participating in meetings organized by management, whether you are a full member or a substitute (PayLink)

CSSCT Committee

- 1 meeting per quarter
- 1 site inspection per quarter
- Sub-committees on psychosocial risks, professional exclusion, EVRP, EVRP psychosocial risks, etc. At some sites, there are also local representatives (appointed)
- Delegation hours. Actual management hours spent attending meetings organized by management (PayLink)

ASC of the CSE

- Manage, independently of management, the budgets used to help employees participate in sports, leisure or cultural activities, or for holidays.
- The amount of these budgets is defined by management as a percentage of the total payroll.
- A sticker system allows participants in the various committees to be released from their duties and/or allows elected representatives to manage the ASCs..

MESE Board of Directors

Health

- 4 meetings per year in Grenoble.
- 1 general meeting per year.
- When convened: management hours.

Joint Supervisory Committees (CPS)

Health, Welfare, Retirement

- 4 meetings per year in Paris.
- When convened: management hours.
- 2 people appointed by each representative trade union organisation.

Supervisory Boards (CS)

For fund management

- 2 meetings per year in Paris.
- When convened, management hours.
- 2 people appointed by each representative trade union organisation.

Company Mutual Fund (FCPE)

Shareholding

- 1 specific election every four years.
- 2 meetings per year in Paris.
- When convened, management hours.
- 12 people elected by the employee shareholders of this fund, in addition to 12 people appointed by management.