



# The employees' guide

English



Partner of your  
professional life

2026



# Summary

## Organizing my working life

Annual Performance Review (EAP) .....	4
Salary range according to job grade .....	5
Monitoring and recording working hours .....	6
Part-time work .....	6
Business travels.....	7
Professional training .....	8
Geographical mobility .....	9
Work from home.....	10
Diversify your professional experience .....	12
Work medals .....	14

## Organize my personal life

Leave and absences.....	15
Parenthood.....	16
Caregiver .....	17

## Dealing with the unexpected

Your health with MESE .....	18
Insurance with Klésia.....	19
Incapacity for work and invalidity .....	20
Disability support .....	21
Protection of employees.....	22
Therapeutic Part-Time (TPT).....	22

## Managing my money

The funds and their performance .....	23
Savings Plans PEG, PERECO et PERO .....	24
Time Savings Account (CET) .....	26

## Preparing my departure

Retirement .....	27
Specific retirement schemes .....	28
Managing the end of your career.....	29
End of the employment contract .....	30

## Understanding how social dialogue works

The instances of dialogue and negotiation .....	32
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## Discover the CFTC

Who are we? .....	34
CFTC' contacts .....	36

Good reasons to meet with your trade union representatives



# we listen to you, we represent you, we defend you.

## Our mission

### Get in touch!

Meet your elected union representatives or CFTC members to discuss your problems or problems that affect others too. We're here support you in your everyday life at work.

**You choose how confidential you want our discussions to be.**

#### We promise to:

- advise you of all the possible solutions,
- contact other entities to find solutions.

## Contact us

☎ 06.89.95.69.51

✉ [cftc.se@cftc-schneider.fr](mailto:cftc.se@cftc-schneider.fr)

#### Find your local contact

See page 36

## Negotiate

### group and company collective agreements

Unions negotiate with management about decisions they propose. This is the case for topics not covered in the sector agreement, such as salaries, skill management, training, mobility and gender equality.

## Influence

### in the representative bodies

Both employees and management can suggest topics for discussion, such as strategy, company reorganisation, investments and company acquisition. Discussions are held at several levels:

- the overall group: SEI, SEF and all French subsidiaries: group committee
- all SEI and SEF units, known as "social and economic" units (UES): central social and economic committee (CSE)
- each site or group of sites: social and economic committee (CSE)
- each site: occupational health, safety and conditions committee (CSSCT).

## Organise

### social events and cultural activities independently of management (former works council responsibilities)

- Decisions are voted by the majority.
- The budget is allocated by management and is a % of the total payroll.
- Events and activities are organised by various committees focused on a theme such as recreational activities, culture or holidays. Members and employees are welcome to join the committees.

## Participate

### in joint supervisory committees (CPS)

Employees nominated by the unions and members of management supervise subjects managed by external bodies:

- investment of savings and retirement funds,
- private complementary health insurance and life and disability insurance.

# Organizing my working life

## Annual Performance Review (EAP)

### The new appraisal process

- Employee performance is now assessed on 3 criteria with a scale of 3 levels.
- The result determines the calculation of the performance bonus for eligible employees (% of your STIP).

### Individual achievements (maximum 4 or 5 objectives)

- These objectives must be personal, quantifiable and achievable within the set time frame. They can be changed. In that case, don't forget to update TalentLink. For example, if a project is cancelled, the objective has to be deleted.

### Contribution to the overall success

- Your colleagues and line managers assess how you support your colleagues' ideas and team work which contributes to Schneider Electric's overall success.
- Discuss this with your manager to be sure you understand and express this in a clear and concrete objective.

### Conduct

- The values for conduct are represented by the word IMPACT: Inclusion, Mastery, Purpose, Action, Curiosity and Teamwork.

### Our recommendations

- Check with your manager** regularly. You don't have to wait for your annual performance review.  
For example: Have a face-to-face with your manager halfway through the year to discuss your progress towards your objectives and revise them if necessary.
- Preparing for you interview** (TalentLink tool). Take the time to present concrete examples of your accomplishments. Seek advice from the people you have worked with.
- Argue your case.** Objectify your results qualitatively and quantitatively, including those related to behaviour. If an objective is not achieved, recall the unfavourable context, emphasize the time spent and your efforts, or even negotiate the removal of this objective. Be precise and explain yourself. This will be taken into account if there is a problem in the future.
- Negotiate your salary** and (if applicable) your STIP. Argue on the basis of your results and a potential wage gap.
- This is also the time to **review your job description** and your job group/grade.
- Don't leave your EAP without understanding the appraisal.** In the event of disagreement, use your right to reply in writing afterwards in the TalentLink form.

Keep a PDF version of all your interviews.

3 criteria	3-level scale		
	Work in progress	Stable	Excellent
Individual achievements Team	Developing the skills and behaviors required to bring to the team, business and customers.	Stable contribution to the team, business or customers: some objectives are partially met and others are exceeded.	Excellent impact on the success of the team, the business and customers. Results reflect the ambitious objectives and almost always exceed expectations.
Contribution to overall success Sharing, taking initiatives, giving credit, etc.	Needs additional support to meet job requirements	Supports and builds on the ideas of colleagues for achievement as a team	Constantly helps others generate and realise new ideas with exponential positive impact for the team, business or customers.
Conduct reflects the company's values	Coaching and feedback via regular constructive discussion to improve reflection of Schneider Electric's values	<ul style="list-style-type: none"> <li>Reflects the Schneider Electric's values.</li> <li>Individual responsibility, team motivation</li> <li>Uses judgement to overcome obstacles</li> </ul>	<ul style="list-style-type: none"> <li>Promotes company values</li> <li>Assumes responsibilities and all the details</li> <li>Anticipates future challenges</li> </ul>

# Organizing my working life

## Salary range according to job grade

### Your salary range

- To compare your salary level,  
[Download the jobmeter](#) (Excel file) and enter:
  - your category (executive/non-executive)
  - your job group or grade
  - your gross monthly salary
  - your STIP target %/ SIP if applicable
- Your remuneration is automatically compared to market standards to give you arguments to use during your review.
- In the event of a significant wage gap (compa-ratio to 0.9), ask your hierarchy for a catch-up.
- Target a position with a higher grade or position group as part of your professional development, to help sustained wage increases. Negotiate your increase before changing your position.



Information about your grade or position in the group is available on request from your manager or your HRBP.

Returning from maternity/adoption leave: ask for a pay review within the year, in accordance with [the gender equality group agreement](#).

### Your level of responsibility

- It is characterised by a position group or a grade in which you should be placed.

### Your salary

- The more you master your job, the more your salary must increase towards the top of the range.

### The minimum conventional salary

- [On CFTC website](#) you will find the minimum wage scales according to the collective agreement for the metallurgy industry.

### Seniority bonus (non-executive employees)

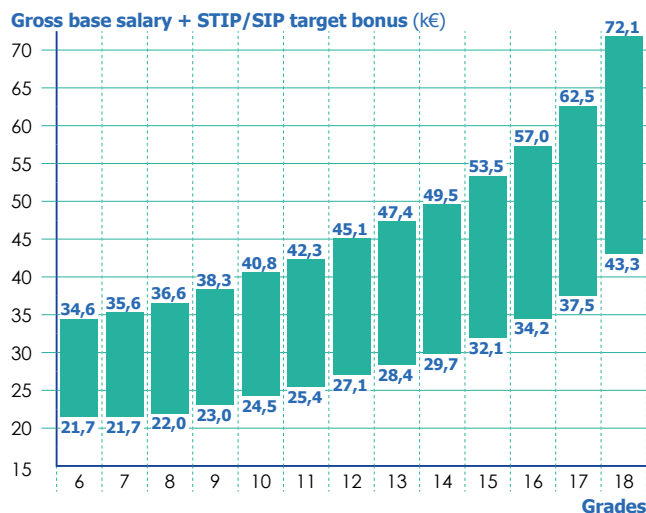
- For employees with at least 3 years' seniority. To be prorated in the case of part-time work.
- Calculated on the basis of the value of a point renegotiated each year.
- Scan this QR code to calculate or check the gross monthly value of your seniority bonus according to your site and your position.



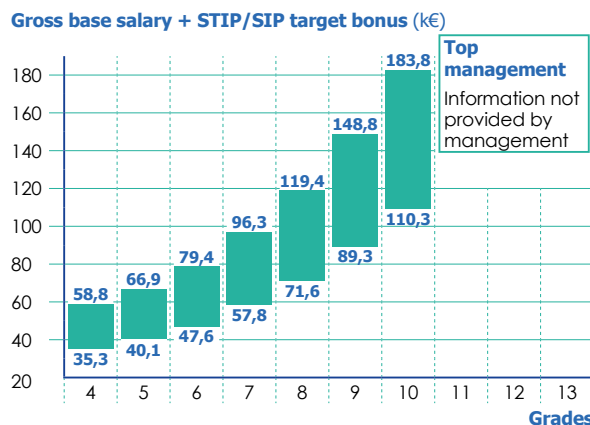
### Salary range 2025

- All sectors, all functions
- Groups of position will be phased out in January 2026 in favour of grades on a scale of 1 to 5.

#### Non Executive



#### Executive



## Organizing my working life

# Monitoring and recording working hours

### Terms and conditions

- Several working time tracking systems coexist depending on the site and local agreements.
- Working conditions are determined based on the type of job and the autonomy required to perform the job, as well as the needs of the various entities within the group.
- Time tracking using a badge: unchanged.
- Time tracking without a badge: via PayLink. Time tracking is carried out by automatically incrementing the days worked with the reference schedule (generally 7 hours and 36 minutes).

- Absences entered in PayLink are deducted from the days worked. A cumulative total is calculated monthly and annually.
- Work-life balance (right to disconnect) must be maintained: managers are required to ensure that the workload is compatible with effective rest periods..

In the event of excessive workload, report this in writing to your manager.

Type of employment	According to rules and agreements in force at the establishment.			
	Working hours	Rest periods	Monitoring of working hours	Overtime
<b>A1 to E10</b> Non-executive employment with collective working hours	Recorded in hours according to the collective working hours schedule	Work: 10 hours max. Rest periods: 11 hours min.	Daily time tracking or declarative in PayLink	Overtime payment
<b>F11</b> Executive job with fixed hours	Recorded in hours (weekly, monthly or annually).	Work: 10 hours maxi. Rest periods: 11 hours min.	No 'control' of working time (declarative in PayLink)	Overtime payment
<b>F12 to H15</b> Executive position with fixed days	Defined in days per year.	Work: 10 hours maxi. Rest periods: 11 hours min.	No 'monitoring' of working hours (declared in PayLink)	Not eligible
<b>H16 à I18</b> Executive position without hourly reference	No restrictions on working hours Not eligible for RTTs except RTT bridges	-	No monitoring of working hours	Not eligible

## Part-time work

- Part-time work (or reduced fixed days for managers on a fixed days) is available to all employees except work-study students and interns.
- Part-time working hours range from 70% to 90% of full-time hours. They may be lower at the employee's request if justified by personal circumstances.

### Switching to part-time work

- Requests to switch to part-time work must be made with 3 months' notice.
- The manager must respond within one month of receiving the request, and any refusal must be notified in writing.

**The amendment to the employment contract is signed for 12 months and is tacitly renewable every 24 months.**

### Returning to full-time work

- This is done at the employee's request at least 2 months before the end of the period.
- Certain circumstances may modify these rules (illness, specific family situations, etc.).
- The arrangement may be called into question in certain cases where it is incompatible with the job (mobility, changes in scope, etc.).

Part-time employees benefit from the same provisions in terms of remuneration, mobility, career development and training as those granted to full-time employees..

For information, this has an **impact on basic and supplementary pension contributions.**

# Organizing my working life

## Business travels

### Definition

- Business travel is where an employee temporarily performs their professional duties outside their usual place of work in connection with their job.

### Method of calculating compensation

- Compensation for hours lost due to travel can only be paid in time.
- These rules apply to employees, both managerial and non-managerial, on fixed hourly or fixed days, including work-study students, but not to interns, itinerant technical employees, regular on-site workers, or employees without fixed working hours (VP and above).

Type of employee package		Hourly package	Daily package
<b>Method of calculating recoverable time</b>	For travel during the <b>week</b> For <b>travel time exceeding 13 hours</b> , on-site accommodation is mandatory.	<ul style="list-style-type: none"> <li>• Employees must declare their usual working hours, including their commute between home and their usual place of work and their meal break.</li> <li>• They must then calculate: their total travel time minus 1 hour allowance, minus their usual working time:               <ul style="list-style-type: none"> <li>- if the result is less than one hour: no time off in lieu,</li> <li>- above this, they may take 75% of the calculated time off in lieu, up to a maximum of 3 hours, i.e. 2 hours 15 minutes off in lieu per day.</li> </ul> </li> </ul> See examples below	<ul style="list-style-type: none"> <li>• No compensation</li> </ul>
	For travel <b>on a day that is not normally a working day</b> (except for personal reasons)	<ul style="list-style-type: none"> <li>• Departure : :               <ul style="list-style-type: none"> <li>- before 2 p.m.: 1 day</li> <li>- after 2 p.m.: 1/2 day</li> </ul> </li> <li>• Return :               <ul style="list-style-type: none"> <li>- before 12 noon: 1/2 day</li> <li>- after 12 noon: 1 day</li> </ul> </li> </ul> <b>If the journey time is &gt; 6 hours = 1 day</b>	
<b>Terms and conditions and monitoring of time off in lieu</b>		<ul style="list-style-type: none"> <li>• Time off in lieu in hours, half days or full days</li> </ul>	<ul style="list-style-type: none"> <li>• Time off in lieu in half days or full days</li> </ul>
		<ul style="list-style-type: none"> <li>• Time off in lieu to be taken no later than 3 months after the journey</li> <li>• Monitoring using a dedicated tool (Paylink)</li> </ul>	

Examples:

- If an employee whose working day usually consists of: 2 x 30 minutes' travel + 7½ hours' work + 1 hour's meal break, **i.e.** 9½ hours, goes on a business trip involving: 2 x 2 hours' travel + 8 hours' work + 1 hour's meal break, **i.e.** 13 hours, they will be entitled to 75% of 2 hours 30 minutes (3 hours 30 minutes difference – 1 hour allowance), **i.e.** approximately 1 hour 50 minutes.
- If an employee leaves on a Sunday afternoon to be at their business trip destination on Monday morning, they are entitled to ½ day's leave, to be taken within 3 months of their trip.

# Organizing my working life

## Professional training

Professional training helps employees take control of their career:

- either by progressing within the company,
- or by realising personal plan outside work or planning a career change.

### Discuss your plan

#### With your manager or HRBP during your professional interview

- 4 themes are discussed during your professional interview: a review of your performance and your situation, your skills, your plan and support that could be provided for your project within the company.
- A professional interview must be conducted every 2 years. It is also compulsory when returning from: maternity or parental leave, sick leave over 6 months, a long part-time period, a professional assignment, change in the organisation that impacts the employee and secondment.

#### With a career adviser

- The procedure is free and confidential.
- The professional interview is not a skills assessment. The aim is to analyse the employee's individual situation, guide them, and provide them with support for their project.
- Make an appointment: <https://mon-cep.org#trouver>

### Plan your training programme (with or without Schneider Electric)

#### Job training for Schneider Electric employees working in France

- Consult all the training available to Schneider Electric employees on My LearningLink.
- The training managers based in France select the programmes and prepare a [catalogue for download](#).

Simply enter FRA\* in the browser of My LearningLink to find most of the specific courses for France (excluding Health and Production).

To find training by function, BU and country, use the menu ☰ at the top right.

- Some employees have access to the Coursera platform via My LearningLink. Coursera offers internationally recognised online training.

### Choose your training

#### Training financed by my CPF personal training account (Compte Personnel de Formation)



A wide range of training is available. You can train:

- **with Schneider Electric's approval:** it will then be co-financed by the company and the employee's CPF training account and can be carried out during working hours.
- **independently:** the employee uses their CPF training account to finance their training. In this case, the training is followed outside working hours or during unpaid working hours.

Since 2 May 2024, employees who use their CPF independently are requested to pay €100.

- Your CPF training account is credited with:
  - €500 per year with a limit of €5,000
  - €800 per year for CAP/BEP employees and for Disabled Worker (RQTH) with a limit of €8,000

#### Certification and diploma courses

Only courses that contribute to the employee's career or for retraining within the company are eligible.

- There are several options:
  - going back to school
  - promotion via a work-study course (Pro-A)
  - validation of prior learning and experience (VAE)
- In these cases, training is partially or entirely funded by Schneider Electric. Get in touch with your manager or HRBP.

#### Exception for employees who moved from non-executive to executive status.

- The "engineering up" process has been cancelled but Schneider Electric is committed to training employees to help them keep their jobs and to consolidate their professional development.
- Employees with sufficient motivation and the ability to invest long term may benefit from certification and diploma courses.



# Geographical mobility

## What is mobility?

Mobility is a professional transfer constituted by a change of assignment within the Schneider Electric Group.

It allows an change of your remuneration with possibilities of support for your family (except for personal requests).

### Minimum wage increase of 5%

The salary increase shall not be considered as an increase due to performance or a promotion.

### Refine your plan in a real-life situation!

Any employee wishing to change jobs or retrain can take part in a **'live my life' or discovery internship** lasting 1 to 5 days.

See page 13.

## Options depending on my travel time

### Elegibility conditions for mobility

- Distance between home and new workplace is **more than 50km** one way **and 1 hour of transport** from the place of origin (or for the Paris region at least 1 hour one way)
- 30 minute journey extension.

### 2 possibilities

#### I move

I receive a mobility allowance that takes into account the constraints of a change of residence depending on the area of departure and arrival to take into account any differences in the cost of living, i.e.:

[€4,600 gross + €1,750 per dependent. <sup>(1)</sup>]  
x multiplier coefficient.

(1) €2,300 for persons with disabilities

Multiplier coefficient		area of the <b>new</b> residence				
area of the <b>former</b> residence	<b>A</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
	<b>B</b>	1	1	1	1	1
	<b>C</b>	3	1	1	1	1
	<b>D</b>	3	2	1	1	1
	<b>E</b>	4	3	3	1	1
		6	5	4	3	1

Example: I leave Grenoble for Annecy: coefficient 3  
I leave Annecy for Grenoble: coefficient 1



- 5 days of **recognition leave** for the employee accompanied by their family
- Dual residence** expenses for 9 months max.
- Compensation** for spouses who leave their jobs: €2,200 (maximum 9 months) and possible compensation for damages, assistance in finding a new job. The spouse may be given priority for positions at Schneider Electric.
- Assistance** with moving and rehousing.
- 'Property' assistance** for the purchase/resale of the home, etc.

#### I keep my current home

I am entitled to a **double residence allowance** for three years to offset accommodation costs incurred.

This gross lump sum allowance varies depending on the area where the new job is located:

- €850/month for zone **A**
- €750/month for zones **B** and **C**
- €630/month for zones **D** and **E**



Reimbursement, upon presentation of proof, of a **weekly return trip** between the family home and the place of work, based on SNCF (1st class) fares, or reimbursement of actual mileage costs incurred when the employee is forced to use their personal vehicle.

Departments included in each zone:

**A:** 74, 75, 78, 92, 93, 94

**B:** 06, 13, 69, 33

**C:** 14, 31, 34, 35, 37, 38, 44, 59, 73, Strasbourg City

**D:** 07, 21, 26, 45, 51, 53, 57, 67, 68, 71, 76, 86

**E:** other

# Organizing my working life

## Work from home

### How to apply?

- Fill in the application form accessible via [support@schneider](mailto:support@schneider)
  - Talk to your manager during a formal interview.
  - The response period is max 1 month; after this period, your request will be considered as accepted.
- A refusal must be motivated and be made in consultation with HRBP.
- Acceptance is valid for 1 year and is tacitly renewed.

### What are the constraints?

- When working from home, you must remain available during normal working hours.
- The teleworker and the manager must ensure that the daily and weekly maximum working hours and the mandatory rest periods are respected.
- They must respect the time slots to maintain the balance between personal and professional life.

- **The manager can impose the terms and conditions for taking teleworking days.**
- **Update your personal details** in TalentLink to enable emergency services to intervene in the event of an emergency at your teleworking location.
- If an accident occurs at home during teleworking days and during the availability period, it must be reported to the manager as soon as possible in order to be classified as a **work-related accident**.
- **Fill in your address in PayLink** when you declare your telework, if different from your usual address.

**Working from home is not authorised from outside France.**

### Protocol in case of emergency/health problem with teleworker

#### The person is aware and able to call for help

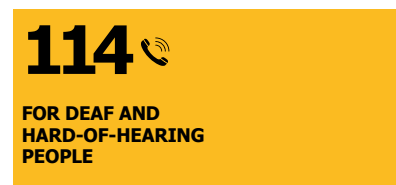
- Guide him in these steps (SAMU 15) and in parallel ask him his address and his phone number.

#### The person is unconscious

- Call for help.
- If you don't know the person's address, contact [support@schneider](mailto:support@schneider) or your manager, HPRB to obtain it and guide the rescue teams.

#### In any case

- Inform the manager of the incident.



## Conditions according to your position

### Sedentary employees

	Tertiary sites	Production or Logistic
Eligibility	Sedentary employees	
Scope	Employees with CDI/CDD contract, alternants and trainees (prorata temporis)	
Nb of days	<b>8 days</b> per month + 10 days max per year	<b>2 days</b> maximum per week + 10 days max per year
Split	Fractionable 0,5 days	
Prevenance	<b>24 hours</b> to be declared in PayLink	
Financial participation	€2 for a full day, €1 for 1/2 day, <b>max €168</b> per year Enregistrement dans PayLink pour déclencher l'indemnisation Transfer to next month's payroll	
Equipment provided by the company at the request of employees	Chair, headphone, screen, mouse, keyboard kit	
Possible locations	France + DROM COM. <b>Forbidden from abroad</b>	

### Nomad and semi-nomad employee (eligible to VLLD policy)

During 2026, job codes will change.

	Sale forces	Semi-nomad	Technical nomad employee
Eligibility	Jobcode <b>S</b>	Jobcode <b>D</b>	Jobcode <b>DDT 3,4 and 5</b>
Scope	Employees with CDI/CDD contract		
Nb of days	2 days per week in average		
Split	Non applicable		
Prevenance	No minimum notice period		
Financial participation	<b>€360</b> max per year for 2 days of home office work	<b>€168</b> max per year (€2 for a full day, €1 for 1/2 day)	<b>€48</b> max per year for 2 days of home office work per month in average
	Payment beginning of the year on justification		
Equipment provided by the company at the request of employees	Chair, headphone, screen, mouse, keyboard kit, printer and ink	Chair, headphone, screen, mouse, keyboard kit	NA
Possible locations	<b>Only from home</b>		

# Organizing my working life

## Diversify your professional experience

### Live an external experience

#### Pass Solidaire Carrière

- Allows employees to **get involved with an association approved by Schneider Electric** by contributing their skills and expertise.
- Conditions:
  - Be on a permanent contract (CDI) with at least three years' seniority.
  - The project must be approved by the manager and HR (the salary is still paid by the department to which the employee belongs).
- Terms:
  - Maximum of 6 months full-time,
  - Maximum of 2 "Pass Solidaire Carrière" in your career, spaced at least 10 years apart,
  - STIP paid at target.

#### Duo pro

- Allows employees to **divide their working time between 2 activities**, one at Schneider Electric and the other:
  - at another company (multi-employment),
  - as a self-employed worker (freelancer),
  - to take over or start a business.
- Conditions:
  - be on a permanent contract (CDI)
  - project approval by manager/HR.
- Terms:
  - 12 months, renewable by tacit agreement,
  - permanent part-time contract between 40% and 90%, with pro-rata salary and continued social security coverage,
  - option to continue contributing to pension on a full-time basis.

#### VolunteerIn

- Allows employees to **volunteer for an association during working hours**.
- Terms and conditions:
  - Employees must be on a permanent contract (CDI)
  - 20 hours per year during their career or 30 hours per year at the end of their career.
  - Reason for absence to be declared in Pay Link: 'association mission'.
  - Accessible missions via the Schneider Electric Foundation platform: <https://volunteerin.se.com/>

#### Pass Éducation Enseignement

- Allows you to **teach at the Schneider Electric school** or at a partner CFA (apprenticeship training centre).
- Conditions:
  - Bachelor's degree in a technical field,
  - Permanent contract with at least 3 years' seniority,
  - Project approval by manager and HR (salary still paid by the department to which you belong).
- Terms :
  - 12 months, extendable,
  - possibility of part-time teaching between 40% and 90%,
  - salary maintained,
  - STIP paid at target

For employees **within 36 months of retirement**, possibility of **combining with ICDR in time**.

#### Pass Compétences

- Allows employees to **share their expertise with a start-up or PME/PMI** in an employment area where Schneider Electric operates.
- Conditions:
  - Employees must be on a permanent contract (CDI) with at least five years' seniority.
  - The project and the costs associated with maintaining the employee's salary must be approved by the manager/HR department.
  - The assignment must match the employee's professional profile.
- Terms :
  - Duration of 6 to 18 months, renewable once, up to 24 months.
  - Salary maintained, 50% is paid by the secondment company.
  - STIP paid to the target for assignments lasting more than 8 months.

## Change job

### The exploratory interview

- As part of professional development, allows you to validate a decision to change jobs or regions. Two options:  
'Live my life' (1 day)  
or 'Discovery internship' (2 to 5 days).
- Terms and conditions:
  - no impact on salary,
  - expenses covered.

### Professional Development Programme

- Allows any employee wishing to develop or change careers to **try out a new position** during a probationary period of 3 to 6 months, with secondment to their new role.

## Preparing for external mobility

### MVSE (Mobilité Volontaire Sécurisée Externe)

- Allows you to **be hired by another company** (suspension of your employment contract) **with the possibility of returning to Schneider Electric** if the experience is not conclusive.
- Conditions: you must be on a permanent contract with at least 2 years' seniority
- Terms :
  - payment of 50% of the severance pay upon signing the amendment (back paid by the employee within 2 months in the event of reinstatement),
  - security period: trial period of the new contract + 1 month,
  - If the experience is validated, the employee must resign from Schneider Electric.

### CPF for professional transition

- Enables individuals to **train for a new profession** by completing a certification course.
- Terms and conditions:
  - approval of the project by the 'Transitions Pro' (ATpro) commission in the employee's region in order to obtain additional funding on top of the Compte Personnel de Formation (CPF),
  - exemption from work,
  - contractual termination proposed at the end of the training in the event of leaving the company.

### Pass Requalification

- This programme allows any employee, after validation of their application, to **benefit from a specific training programme to access positions sought after by Schneider Electric**.
- Terms and conditions:
  - duration varies depending on the training programme,
  - training fully funded by Schneider Electric and carried out.

### Pass Création

- Enables the creation or takeover of a business.
- Condition: at least 3 years' seniority.
- Terms:
  - project support from Schneider Initiatives Entrepreneurs (SIE)  
<https://www.se.com/fr/fr/about-us/sustainability/schneider-initiatives/pass-creation/>



- Full-time commitment with post-creation follow-up for 3 years,
- Possibility of returning to Schneider Electric in the event of bankruptcy within 3 years,
- For employees less than 3 years away from at full-rate retirement : use of the "resignation and retraining" scheme.

# Organizing my working life

## Work medals

### The procedure

- Make your request to the Administration via the government website [demarches-simplifiees.fr](https://demarches-simplifiees.fr)
- Complete the online form.
- Open a ticket via [support@schneider](mailto:support@schneider) to obtain the employer's certificate or tel 01 70 48 88 88.
- As soon as you receive it, complete your application online. You will also need to attach the pdf of your identity card.
- Follow the progress of your application via the website "demarches-simplifiees.fr".
- As soon as you receive the certificate in your mailbox, forward it via the open ticket (compulsory for the awarding of the bonus).
- If you have asked for the medal to be made, the request must be received before 20 September.

SIRET number to be taken into account to set up the medal form is the one indicated on your pay slip.

### Submitting your application

- Complete the formalities on the website [demarches-simplifiees.fr](https://demarches-simplifiees.fr) as soon as possible after the anniversary date of the year in question by the medal (please note that the processing time by the prefecture is very variable).
- Receipt of this diploma will trigger the payment process at Schneider (December payroll)
- Please note that the diploma is sometimes sent directly to your employer: validate your HRBP receipt with a [support@schneider](mailto:support@schneider) ticket.

### The process

#### Who can apply for a medal certificate?

- The employee him/herself
- The manager for a member of his team
- Any member of the HRBP (if your job code starts with H)

#### When is the bonus paid?

- You will receive the bonus from the company in the December payroll.

#### Bonus table, SEI-SEF scope

For subsidiaries, refer to local agreements.

Scale	Working Years	Premium	
		if career exclusive at Schneider Electric	per full year at Schneider Electric
Argent (Silver)	20	€426	€21.30
Vermeil (Vermilion)	30	€636	€21.20
Or (Gold)	35	€848	€24.20
Grand Or (Great Gold)	40	€1,059	€26.50

#### Is there a ceremony being organized?

- The work medal ceremonies are organised during the period from November to February depending on the organisation of the sites.

# Organize my personal life

## Leave and absences

### Paid leave (CP)

- Period from June 1st to May 31 : 2.5 working days/month.
- Paid holiday entitlement can be taken as soon as it is accrued, contact your HRBP.

Legal obligation to take 12 consecutive waking days off between May 1st and October 31.

### Non-executive

Employee's age	-	< 44 years				> 45 years		
Seniority	< 2	2-14	15-19	20-29	30 et +	2-19	20-29	30 et +
CP (days)	25	26	27	28	29	27	28	29

### Executive

Employee's age	-	< 35 years		35 to 54 y	> 55 years	
Seniority	< 1	1	2 et +	2 et +	2-19	20 et +
CP (days)	25	27	27	28	28	29

Nota : these conditions do not apply to IGE.

### Specific cases

**In the event of a shift in paid leave already validated, imposed by the company within one month before departure:**

1st week shifted = 2 additional days of CP days, plus 1 day per additional week shifted: 5 days maximum of compensation. Expenses incurred before the announcement of the delay reimbursed on presentation of receipts.

**If an employee, on leave is recalled at the company's request:**

2 additional days off, with expenses incurred by the recall reimbursed on documentary evidence..

**Holiday pay accrued during sick leave**

Accrual: 2 days of paid leave per month (valid at 24 April 2024) up to 24 days per year (except sick leave for occupational disease: up to 30 days). Deadline for postponement of paid leave: 15 months from the employee's return.

**Possible use of days saved in the CET**

Upon request to your manager (more details on page 26).

**Public holiday falling on a Saturday**

Automatic compensation provided that the employee has been on paid leave for the previous five days.

**Leave entitlement for new employees**

2.5 days of paid leave per month worked. Possibility of taking leave in advance by sending a request by email to your HR department/ manager, even if it has not been credited in PayLink.

### Events

- Pro-rata allocation to the number of days worked.
- Employees on shift 2 days per week have 2/5 of the days rounded up.

Événements exceptionnels		Duration of absence (in business days)
Weddings of employee or pacs	of employee of a Child	7 calendar days
Death	child <sup>(1)</sup> dependent under 25 years or child himself parent	14 days split + 8 days of split bereavement leave managed by CPAM. Schneider complements CPAM's IJ
	child over 25 years	12 days
	spouse (Married spouse, partner of pacs, cohabiting partner)	5 days
	father or mother	5 days
	brother or sister, grandparent or grandchild, step-parent	3 days
	brother-in-law/sister-in-law, son-in-law, daughter-in-law	2 days
	less close relative (aunt, uncle, nephew, niece, cousin)	Funeral day
	Birth leave/adoption for the spouse/partner of the mother	3 days
	Announcement of a child disability	5 days
	Miscarriage leave	no waiting period in the event of sick leave
	Specific situation (fire, robbery...)	1 day (for SEI and SEF)

(1) Protection against potential dismissal for 13 weeks following the death of a child (law n°2020-692 of June 8th, of 2020)

### JRTT

Vesting period: January 1st to December 31		Category of JRTT			Total
		bridge day	JRTT	others	
SEI-SEF	Non-executive	3	4 AANC	11	18
	Executive	3	5 forfait	11	19
	Shift employee	refer to local agreements			
Subsidiaries		refer to local agreements			
Top management (package)		3	5	0	8

## Organize my personal life

# Parenthood

Events	Duration of absence	
<b>Maternity</b>	Extended maternity leave	CPAM maternity leave + 4 additional consecutive weeks paid at 100 %, (or 1 day/week over 5 months)
	Part-time following maternity/adoption/ paternity leave	<ul style="list-style-type: none"> <li>• Possibility of part-time work at 80 % paid at 90 % for 6 months (to be taken before the child's 3rd birthday).</li> <li>• Possibility of contributing on a full-time basis pension plan (provided the employee pays his or her own share)</li> <li>• Salary impact: -10 % in remuneration</li> </ul>
	Paid absence for examinations/treatment related to birth or procreation	<ul style="list-style-type: none"> <li>• Duration according to medical advice</li> <li>• Concerns mandatory medical surveillance appointments</li> <li>• Parent 2 benefit from 3 absences</li> </ul>
<b>Paternity or childcare</b>	For any person sharing the employee's home with an engaged life-threatening condition, or serious/incurable illness in the advanced phase	<ul style="list-style-type: none"> <li>• 25 calendar days (32 days for multiple birth)</li> <li>• Schneider supplements the Daily Allowances of CPAM</li> <li>• The first 4 days are mandatory and must follow the leave of birth. The remaining days can be split, up to a limit of 6 months after birth.</li> </ul>
	Additional quarters for children for retirement	<ul style="list-style-type: none"> <li>• 6 quarters per child for the mother + 2 trimesters per child to be allocated by choice between the parents</li> <li>• The request must be made when the child is aged between 4 and 4.5 years</li> </ul>
<b>Hospitalization of a child</b>	Immediately after birth	2 to 30 days max
	Under 16 years	5 days max per calendar year, splitable
<b>Disease / disability</b>	Sick child ≤ 16 years old	<ul style="list-style-type: none"> <li>• 4 days max per calendar year (paid at 50 %)</li> <li>• 5 days if the child is less than 1 year or if the employee is responsible for at least 3 children under 16</li> </ul>
	Disabled children	Special leave for regular medical check-ups
<b>Schooling (SEI-SEF agreement)</b>	First day of school year child, child ≤ 12 years old	2 hours (1/2 day for those working according to contract by days rather than hours)
<b>Additional paid leave (SEI-SEF agreement)</b>	Leave per dependent child aged under 16 (parent 1 and 2)	<ul style="list-style-type: none"> <li>• 1 day per year per child For employees who already have 2 days per child, extension until 31 May 2027</li> <li>• 2 days per year and per child for single-parent family</li> </ul>



# Organize my personal life

## Caregiver

Needs	System	Duration	Salary impact	Validation
Time	<b>Therapeutic learning leave</b> in the event of the announcement of a disability or chronic pathology for a child	5 days	None	HRBP
	<b>Hospitalisation</b> of a child immediately after birth	2 to 30 days max	None	Payroll specialist
	<b>Childcare leave</b> when caring for a dependent child aged under 20 which obliges the employee to temporarily stop working or reduce their working hours	maximum 310 days over 3 years (half days possible) Renewable	Yes, with no additional compensation paid by Schneider Electric	Request to be made to the manager 15 days in advance
	<b>Assistance to support someone close to you</b> medical appointments (including caregivers)	2 half-days	None	Manager, then typed by the payroll specialist
	<b>Leave for caregivers (AJPA, Caregiver's Daily Allowance, CAF)</b> to help a loved one suffering from a serious illness, a disability, the victim of an accident or in a situation of dependency. 1 time max in the employee's career	3 months max, renewable 1 time Splittable	Schneider gives a supplement of €40 per day during a maximum of 66 days	PayLink, Manager validation
	<b>Family solidarity leave (AJAP, Daily Accompanying Allowance, CPAM)</b> to accompany a loved one sharing the employee's home, at the end of their life or with a critical prognosis	3 months max, renewable 1 time Splittable	Schneider gives a supplement of €40 per day during a maximum of 22 days	PayLink, Manager validation
	<b>Global Family Leave Policy</b> for emergencies or critical situations	2 weeks (10 days) per year, not necessarily consecutive Renewable each year	None	Special support committee comprising the inclusion team and social workers
	<b>Donate days between employees for caregivers</b> in the same legal entity as the donor	Max 5 days per year	None	HRBP
Flexibility	<b>Working from home</b> with special conditions <b>Adjustment to working hours</b>	Case by case	Not necessarily	Manager and HRBP
Financial	<b>Early release of the PEG</b> as a caregiver	NA	NA	BNP Paribas
	<b>Social benefits</b> MESE, Klesia, AGIRC ARRCO, to complement for the difference payable and be able to continue treatment	NA	NA	Social committees
<b>Information, support, exchanges, respite, home support</b>	Site social worker, CLIC, Ma Boussole Aidant, specialised associations, MESE via IMA, Klesia, AGIRC ARRCO, Baluchonnage, CCAS, Via Trajectoire, etc.	Consult organisation websites		

The type of assistance depends on the relationship to the person needing care: dependent child, living under the same roof, ascendant, descendant, brother, sister, friend, in-law, cousin, uncle, nephew, etc.

# Dealing with the unexpected Your health with MESE

## The different levels of coverage

- **Base** : compulsory membership  
(employee contribution = 1.13 %)
- **Complementary** : optional membership (Premium or Excellence)
- **Modification** of coverage only in **October**.
- Children : free up to 24 years old (up to 28 if student)
- A **teleconsultation service**, 'My medical question', available without appointment, 7 days a week, from 8 a.m. to midnight, accessible via the MESE member area:
  - a temporary solution if your usual practitioner is unavailable.
  - Payment for the consultation by credit card (subsequently reimbursed by Social Security and MESE).

Premium (optional)	Excellence (optional)
High-level cover for consultation and hospital fee overruns	Top-level cover for fee overruns, particularly for high fees applied in Paris and the PACA region, orthodontist treatment, dental prosthetics, optometry
<b>Base (compulsory)</b>  Satisfactory basic cover for most employees and their beneficiaries with refunds for standard fees. Employer participation = 55 %, Employee participation = 45 %	

## Good habits

- Before a consultation, check to see if the doctor charges extra fees.
- To avoid practitioners adjusting their fees depending on the level of your cover, do not tell them the amounts of your cover.
- Preventative assessment if aged 50 or over by the AGIRC-ARCCO in one of the 18 centres in France  
[www.centredeprevention.fr](http://www.centredeprevention.fr)

## Additional services included in your contract

Social Assistance Fund	Assistance
	IMA (Inter Mutuelle Assistance) 7 days a week, 24 hours a day
<b>financial assistance to members</b> <ul style="list-style-type: none"> <li>• Under conditions of resources.</li> <li>• As not to give up care, so that the "remaining costs" does not put you in financial difficulty,</li> <li>• or when certain care not covered by the CPAM requires assistance.</li> <li>• The committee meets twice a month.</li> </ul> <b>Contact</b> ✉ <a href="mailto:fr-fonds.social@mese.se.com">fr-fonds.social@mese.se.com</a>	<b>Support</b> <ul style="list-style-type: none"> <li>• For employees and their families (spouse, direct ascendants and children) in the event of hospitalisation, maternity, serious illness.</li> </ul> <b>or</b> if you are a caregiver (home help, delivery of medicines and shopping, delivery of meals, care for children and ascendants, psychological support, repatriation in the event of problems abroad, etc).  <b>Contact</b> ☎ 05 49 16 39 24

### Contact MESE

☎ 04 76 60 56 36

✉ [fr-contact@mese.se.com](mailto:fr-contact@mese.se.com)

🌐 [www.mese.fr](http://www.mese.fr)

• App **MESE et moi**

• Parc Sud Galaxie - 4 Rue de l'Octant  
bâtiment Alpha - 38130 Échirolles

• du lundi au vendredi - de 8 h 30 à 18 h 30

### Your contacts within the CFTC

• Olivier CHEVALLET : 06 74 41 59 41

• François DURIF : 06 89 84 66 88



# Dealing with the unexpected Insurance with Klésia



## An additional system which takes over in the event of long-term illness, disability or death

Cover	Compensation
notice period: 6 months max.	Calculation based on the total gross remuneration paid during the 3 months prior to the event, multiplied by 4 and increased by ad hoc salary additions
<b>Death of the employee</b> In the event of <b>accidental death</b> , payment of an additional sum from 100 to 270 % + 70 % per dependant child from the second child onwards	<ul style="list-style-type: none"> <li>• <b>Enhanced capital + education annuity</b> Sum of guarantees from 340 to 460 % + 120 % per dependant child + 8 to 10 % education annuity</li> <li>• <b>Capital + enhanced education annuity</b> Sum of guarantees : 270 % + 70 % per dependant child + 24 to 30 % enhanced education annuity</li> <li>• <b>Capital + education annuity + joint annuity</b> Sum of guarantees from 210 to 280 % + 70 % per dependant child + 8 to 10 % education annuity + temporary and life annuity for the spouse</li> </ul> For info: a capital of €3,910 is paid on request by Social Security ( <a href="http://www.service-public.fr/">www.service-public.fr/</a> )
<b>Death of a family member</b>	<ul style="list-style-type: none"> <li>• <b>Spouse</b> 20 % du salaire</li> <li>• <b>Dependent child</b> 200 % du PMSS<sup>(1)</sup></li> </ul>
<b>Funeral expenses of the employee</b>	• <b>Reimbursement of expenses</b> 100 % du PMSS <sup>(1)</sup>
<b>Absolute and Definitive Disability (IAD)</b> (category 3)	• Possibility of early release of the death benefit capital
<b>Disability ≥ 20 %</b> (categories 1, 2 & 3)	• <b>Pension</b> after deduction of the Social Security pension
<b>Incapacity for Work of the employee</b>	• <b>Maintenance</b> of the net wage earned, see page 20

(1) PMSS : monthly social security ceiling

- Remember to **update the beneficiaries of these guarantees**, particularly in the event of a change in family structure.
- Long-term sick leave : with Prest'IJ automatic transmission of statements between the Assurance Maladie and Klesia, that simplifies the procedures and makes it possible to speed up the time taken to process employee cases.
- Maintaining guarantees in the event of suspension of the employment contract (sabbatical leave, parental education leave, leave to set up a business...) notice period: 1 month max

## Additional services included in your contract

### Social Assistance Fund

- Help for employees in difficult situations faced with significant expenses related to problems of incapacity, disability or dependency.

#### Contact

☎ 01 58 57 64 00

✉ [aides.individuellescentralisees@klesia.fr](mailto:aides.individuellescentralisees@klesia.fr)

### Contact Klésia

☎ 01 71 39 16 30

🌐 [klesia-schneider-electric-prevoyance.fr](http://klesia-schneider-electric-prevoyance.fr)

- Klésia Service Prevoyance  
65 boulevard Vivier Merle  
69482 Lyon cedex 03
- du lundi au vendredi - de 9 h à 18 h



### Your contacts within the CFTC

- Fouzia SLAOUI : 06 82 46 17 81
- François DURIF : 06 89 84 66 88

# Dealing with the unexpected

## Incapacity for work and invalidity

### Incapacity for work

#### Definition

- Physical incapacity is observed by a doctor who prepares a sick leave certificate.

In the event of sick leave: inform your manager and your payroll officer if you are on sick leave within the first 2 days. Send your medical certificate via [support@schneider](mailto:support@schneider) (Telephone: 01 70 48 88 88), in the section: "Demande et dépôt d'attestation > autre" or by post to your payroll officer.

Managers are not authorised to contact employees on sick leave regarding work issues.

- Sick leave cannot exceed 3 years. After 3 years: either the employee is reinstated, or their incapacity is changed to invalidity (subject to confirmation by the social security system), or the employee is eligible for retirement.

#### Return to work

- To prevent withdrawal from professional life, the HRBP must contact the employee (after at least 30 days of leave) to help them prepare their return to work.
- The occupational doctor can also contact the employee.

### Invalidity

#### Definition

- The employee is considered unfit when they have a disability that prevents them working or earning by at least two thirds (Art. L341-1 of the Social Security code).
- There are 3 categories of invalidity:
  - Category 1: the employee is capable of paid employment,
  - Category 2: the employee is theoretically incapable of paid employment,
  - Category 3: the employee is incapable of returning to any type of work and their conditions requires help from a third person.
- Disability pension is paid for as long as the disability is recognised. It ceases at age 62 (retirement age) unless the disabled person continues to work.

### The allowance is paid by the social security system

- The social security system pays daily allowances (IJ).
- There is no waiting period for Schneider Electric employees with over 1 year of seniority.
- The basic monthly salary is calculated as follows:
  - the average of 3 gross monthly salaries preceding leave
  - or 12 months for seasonal or discontinuous activity, limited to 1.8 x the minimum wage.

Advise your HRBP of changes in your situation to ensure your file is accurate.

### Duration of cover

Seniority	Duration of salary support and % of coverage				
	Non Executive		Executive		
Period	1 <sup>st</sup>	2 <sup>nd</sup>	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>
Employer	100 %	-	100 %	50 %	-
SS		100 %			100 %
Klésia	-		-	50 %	
1-5 years	90 days	until 360 IJ per period of 3 years	90 days	90 days	until 360 IJ per period of 3 years
5-10 years	120 days		120 days	120 days	
10-15 years	150 days		150 days	150 days	
> 15 years	180 days		180 days	180 days	

### Invalidity allowance

- The social security system pays an invalidity allowance which is calculated depending on the invalidity category.
  - Category 1: 30 % of average basic salary
  - Category 2: 50 % of average basic salary
  - Category 3: 50 % of average basic salary, with an additional third-person allowance (approx. €1,288 per month)
- The basic salary is calculated on the average of the 10 best years of activity (capped at 1 PASS i.e. approx. €47,100).
- While the employee's salary (total or partial) is maintained by the employer, the social security allowances are paid by Schneider Electric, shown on the payslip (subrogation).
- When the employer has finished paying, the social security system pays the allowances directly into the employee's bank account. Klesia pays the difference to reach the full net salary.

# Dealing with the unexpected

## Disability support

### The Recognition as a Disabled Worker (RQTH)

- Measures exist in the group to help persons with disabilities to practice their profession and to evolve in their careers.
- There is no disability, but there are a variety of situations of disability.
- 80 % of disabilities are invisible and 1 in 3 employees has a disability.
- Disability occurs whenever a health problem or accident has an impact on working life.
- A disability situation can be one-time, long-term and/or progressive.
- The Recognition as a Disabled Worker (RQTH) is a **confidential and personal process**.
- RQTH is assigned either temporarily (1 to 10 years) or without a time limit.

This recognition in no way prevents your professional development, it is a commitment of Schneider Electric.

### The 6 categories of disability

- **Motor** disability: reduction/loss of motor skills, musculoskeletal disorders (TMS), osteoarthritis, etc.
- **Visual** impairment
- **Hearing** impairment
- **Mental** disability
- **Psychological** disability : personality dysfunction, depression
- **Disabling diseases**: respiratory, digestive diseases, cancer, etc.

### Are you concerned?

- If you are concerned, it is in your best interest to initiate a recognition procedure and to inform the service of prevention and/ or occupational health department.
- You do not have to tell your employer about your RQTH, nor do you have to tell your management and your colleagues, unless you want to communicate about your disability so that it can be better considered. Talking about is a way of saying that you can work but you cannot, or can no longer do certain things, or that you need more time, or technical aids or training because of your disability.. RQTH can enable you to adapt your job or to find a new one.



The request is to be made to the **MDPH**  
(Departmental House for People with Disabilities)  
of your department

### Does the RQTH give me any rights?

At Schneider, recognition of your disability status gives you rights:

- 2 half-days of paid leave
- support from a social worker if necessary
- reimbursement of any travel expenses
- medical follow-up and appropriate support
- workstation adaptation with the help of ergonomists (office, chair, automated equipment etc.)
- derogatory teleworking, flexible working hours, therapeutic part-time work, etc.
- a bonus of €300 per year in your personal training account (CPF) up to an annual maximum of €800 and a total maximum of €8,000.

# Dealing with the unexpected

## Protection of employees

### Victims of violence

#### Schneider is committed to take action

- For ensuring his safety, any employees who is subjected to family or domestic violence can be moved to another Schneider Electric site (removal of the violence spouse).
- Make request to the occupational doctor at your site or HRBP.

**3919**   
**WOMEN'S  
VIOLENCE  
INFO**

## Therapeutic Part-Time (TPT)

### Return to part-time work for therapeutic reasons following illness or accident at work

- Return to part-time work for therapeutic reasons after:
  - illness,
  - a workplace accident
  - occupational disease.
- Return to work is prescribed by the referring doctor who determines the best way to return to work.
- Therapeutic Part-Time setting up does not necessarily follow a period off work.

The duration of the Therapeutic Part-Time is a maximum of 1 year.

- When the referring doctor has provided the prescription:
  - the employer prepares a certificate indicating their agreement in principle that the employee returns to work, the nature of the job, and the salary,
  - The occupational doctor receives the employee for a consultation, prepares a health certificate or a certificate for follow-up according to the referring doctor's recommendation.
- The CPAM healthcare system informs the employee of their decision, advised by the medical committee, to accept or refuse to pay daily allowances (IJ) by registered letter.

### Consequences for employees

- No impact on paid leave.
- Impact on supplementary pension contributions.
- JRT (reduced working time) proportional to attendance.
- Impact on profit-sharing and incentive schemes.
- No impact on STIP.

Supplementary daily allowances are paid by the CPAM for part-time salaries and the difference is paid by the CPAM and supplemented by Schneider Electric.

The calculation of daily allowances paid for a part-time return to work for therapeutic reasons are the same for sick leave.

**Note: holiday leave entitlement is entered manually for these employees and must be approved by the manager or HRBP.**

### Network Le RePair

Community of Schneider Electric employees affected by a **chronic illness** as **patients, ex-patients or caregivers**


- Through listening and discussion, the Schneider Electric Le RePair community supports any employee who expresses the need, whether they are a patient, caregiver, manager or colleague, to co-construct a path to recovery in employment and support the impacted team.
- This peer network, unrelated to the medical circuit, calls on volunteer employees who have experienced the illness and can listen and help with returning to and staying in employment.

Network animation : Cécile Fouassier - [LeRepair@se.com](mailto:LeRepair@se.com)

# Managing my money

## The funds and their performance

Depending on the risk accepted and return expected (performances at 09/15/2025)

Funds name	composition	Performance		 Risk levels from 1 to 7	PEG	PERECO	PERO
		over 5 years	since the beginning of 2025				
Schneider Actionnariat	100 % =S= stocks	+ 140 %	- 1 %	5	■		
Schneider Monétaire	100 % monetary	+ 9 %	+ 2 %	1	■	■	
Schneider Energie Solidaire	90% monetary & bond 10% solidarity security	+ 5 %	+ 3 %	2	■	■	■
Schneider Diversifié	50 % stocks 50 % monetary and bond	+ 30 %	+ 9 %	3	■	■	
Schneider Dynamique	100 % stocks	+ 77 %	+ 8 %	3	■	■	
HSBC EE ISR <sup>(1)</sup> Actions Monde E	100 % ISR stocks	+ 79 %	- 2 %	4	■	■	
Schneider Obligataire	100% monetary and bond	+ 4 %	+ 2 %	2		■	
CM-AM Stratégie PME-ETI	100 % PME stocks	- 34 %	+ 12 %	6		■	
Cardif Retraite	75% bonds 15% stocks 10% real estate	NC	NC	1			■
Multipar Global Patrimoine	16 % stocks 70% bonds 10% commodities 4% real estate	- 1 %	+ 4 %	3			■
Multipar actions PME ETI ISR <sup>(1)</sup>	100 % ISR stocks	- 9 %	+ 11 %	4			■
BNP Paribas Easy MSCI Europe SRI <sup>(1)</sup>	100 % ISR stocks	+ 53 %	+ 6 %	4			■
BNPP Easy MSCI USA SRI <sup>(1)</sup> 5% Cpd	100 % ISR stocks	+ 63 %	+ 11 %	4			■
MS Invest Funds-Global Opp Fund	100 % stocks	+ 50 %	+ 2 %	5			■

(1) ISR / SRI : Investissement Socialement Responsable

# Managing my money

## Savings Plans PEG, PERECO et PERO

### Where can I find information on the different plans?

- N° vert (free): 0 800 827 121
- [monepargne.ere.bnpparibas](http://monepargne.ere.bnpparibas)
- App Mon Epargne Entreprise
- Android



iOS



### Your contacts within the CFTC

- Laurent LASÉN :  
06 71 30 83 07
- Anne MILLON :  
06 87 81 98 60

	PEG ou PEE Corporate Savings Plan ou Group Saving Plan
Objectives	Build up abundant savings and tax-exempt, blocked in for 5 years, with the possibility of early release
Funding	<b>Participation and/or Profit-sharing</b> tax-free if invested in PEG/PEE. <b>Voluntary monthly payments</b> from July to December or exceptional payment in December
Contribution	Up to €1,800 gross The employer contribution is reserved for employees. Schneider Electric retirees who have retained their PEG may benefit from the 15% discount on the WESOP.
Management	<ul style="list-style-type: none"> <li>No entry or exit fees.</li> <li>Ability to arbitrate between funds in Mon Epargne Entreprise, free of charge</li> </ul>
In case of early release	Savings are frozen for five years, except in the following cases: <ul style="list-style-type: none"> <li>purchase, extension or energy-efficient renovation of the main residence,</li> <li>marriage, civil partnership, divorce, separation, dissolution of a civil partnership (PACS),</li> <li>birth or adoption of a third child or subsequent children,</li> <li>domestic violence, disability, death of spouse/civil partner,</li> <li>excessive debt, termination of employment contract,</li> <li>purchase of a 'clean' vehicle,</li> <li>activity as a carer.</li> </ul>
Exit & taxation	Not taxable on income, but capital gains subject to social security contributions (17.2 %)
Voluntary payment (VV) <sup>(1)</sup>	Not deductible from taxable income
In case of departure	<b>In the event of departure (resignation, contractual termination, dismissal)</b> The account can be kept but is subject to management fees (approx. £30/year). Please remember to update your contact details, particularly your personal email address.

(1) Voluntary PEG + PERECO payments: you can contribute up to 25 % of your gross remuneration into your employee savings scheme across all savings plans



	<b>PERECO</b> <b>Collective Retirement Savings Plan</b>	<b>PERO</b> <b>Mandatory Company Retirement Savings Plan</b>
<b>Objectives</b>	Build up abundant savings for retirement, with possibility of early release	Build up savings for retirement, with the possibility of early release
<b>Funding</b>	<b>Monetised CET Days</b> <b>Monthly Voluntary Payments:</b> <ul style="list-style-type: none"> <li>July to November</li> <li>or exceptional in December</li> </ul>	<b>Compulsory contributions paid by</b> <ul style="list-style-type: none"> <li>Schneider (1.67 %)</li> <li>yourself (0.50 %)</li> </ul> <b>Monetised CET days</b> <ul style="list-style-type: none"> <li>max 10 days/year</li> </ul> <b>Voluntary Payments</b> <ul style="list-style-type: none"> <li>at any time</li> </ul>
<b>Contribution</b>	Maximum contribution of €800/year for a payment of €1,309	No matching contribution
<b>Management</b>	No entry fees. Controlled management (by default) or Free Management	
<b>In case of early release</b>	Savings are blocked until retirement, except: <ul style="list-style-type: none"> <li>Purchase of the main residence or rehabilitation after natural disaster,</li> <li>Disability (including children) or death of the employee or spouse/pacs,</li> <li>Over-indebtedness, termination of rights to the ARE (allowance for unemployment), Absence of employment contract for more than 2 years.</li> </ul>	
<b>Exit &amp; taxation</b>	<b>Exit</b> <ul style="list-style-type: none"> <li>in capital</li> <li>life annuity possible</li> </ul> <b>Inheritance</b> if the employee dies before the age of 70 and before the liquidation of the scheme, the capital accumulated in the PERECO will be paid to designated beneficiaries.	<ul style="list-style-type: none"> <li>only voluntary contributions can be released</li> </ul> <b>Voluntary Payments</b> possible capital outflow <b>Compulsory contributions</b> if annuity > €110/month, compulsory exit in life annuity, otherwise compulsory exit in capital <b>Inheritance</b> in the event of the employee's death before the age of 70 and before liquidation of the scheme, the capital built up in the PERO will be paid to designated beneficiaries
<b>Voluntary payment (VV)<sup>(1)</sup></b>	<b>Choice of:</b> <ul style="list-style-type: none"> <li>deducted from taxable income (within your tax retirement savings limit) and taxed on exit (capital gains taxed on taxed at 12.8 %</li> <li>or on the progressive scale and subject to social security contributions 17.2 %) or not deducted from taxable income</li> </ul>	
<b>In case of departure</b>	<b>In case of departure (resignation...)</b> the account is either kept but no longer funded by Schneider or transferred to a similar contract.	

(1) Voluntary PEG + PERECO payments: you can contribute up to 25 % of your gross remuneration into your employee savings scheme across all savings plans

## Managing my money

# Time Savings Account (CET)

### The terms for storing unused paid leave

#### Maximum transfer of 5 days per year

- To be made before end of May via PayLink

#### Total allowed cumulation

- 25 days
- The ceiling is doubled to a maximum of 50 days for employees aged at least 50 on May 31 of the year of placement.

#### Valuation of the days

- On the basis of 1/22nd of the gross monthly salary (excluding STIP/SIP variable part), by the end of May and beginning of June.

### CET exits

#### In the form of capital

- Marriage, pacs, birth or adoption of a third child, divorce, separation, dissolution of a pacs, with custody of at least one child, disability (employee, his/her spouse or partner in pacs, his/her children), death (employee, his/her spouse or partner in pacs), termination of the employment contract, over-indebtedness.

#### In terms of time

- To finance a leave or a reduction in activity, employees who wish to do so may use their saved days without any restrictions, without having to provide a reason. This flexibility must remain compatible with the smooth running of the department.
- To anticipate retirement.

### Other possible uses

- **In retirement savings**, by transfer (during May on PayLink) of monetised days (max. 10 days per year), with tax exemption, into:
  - the Collective Retirement Savings Plan (PERECO), with a maximum employer matching contribution of €800
  - the Company Retirement Savings Plan (PERO), without an employer matching contribution.
- **For remuneration** (subject to tax) **of days of statutory leave** (sabbatical leave, training leave, parental leave, part-time...)
- **As remuneration** (subject to tax) **for a leave of absence** prior to retirement or departure.

In all cases, the days used are subject to the current social security charges.

### The "End of Career" CET

- Allows you to **reduce your working hours**.
- Employees who are less than 3 years away from full retirement age can transfer their ICDR to the "End of Career" CET.
- To calculate the amount: contact your CFTC representatives, see page 36

# Preparing my departure

## Retirement

### Retirement at full-rate

#### Conditions

- Reaching the legal retirement age (except for long careers) **and** having the required number of quarters.
- **or** reach the age of 67.

Retirement is possible as soon as you reach the legal age but with a reduction if the required number of quarters is not reached.



Career statements are available  
[www.lassuranceretraite.fr](http://www.lassuranceretraite.fr)

#### The amount of employees' pensions

- Paid by Social Security and AGIRC-ARRCO, they depend on the contributions paid during your career.

### Improve your pension

- Improve your pension with measures provided by Schneider.
- Anticipate the drop in revenue by saving in a PERECO, PERO or time savings account (CET).

### Retirement conditions

Year of birth	Number of quarters required <sup>(1)</sup>	Legal Age required	
		Mini legal age	Long careers <sup>(2)</sup>
01/01 to 08/31/1961	168	62 years	Progressive introduction of the reform with a legal retirement age between 58 and 63 depending on the age of entry into activity
09/01 to 12/31/1961	169	62 years + 3 months	
1962	169	62 years + 6 months	
1963	170	62 years + 9 months	
1964	171	63 years	
1965	172	63 years + 3 months	
1966	172	63 years + 6 months	
1967	172	63 years + 9 months	
1968 and up	172	64 years	

(1) for basic pension (Social Security) at full-rate.

(2) employees who contributed 4 or 5 quarters at the end of the calendar year of their 16 or 18 or 20 or 21 years.

### Quarters used for the calculation

#### Last quarter worked

To ensure it is counted, register for your pension at the beginning of the following quarter i.e. January, April, July or October.

#### Quarters spent educating children

- for children born before 12/31/2009: 8 per child for the mother,
- for children born after 01/01/2010: 6 per child for the mother plus 2 to be allocated as chosen between the parents, to be requested within 6 months of the child's 4th birthday.

## All the means that make up your retirement at schneider Electric

Social Security (SS) Pension	The SS pension is conditional on reaching the legal retirement age (except for long careers). The amount depends on the length of the contribution period (with a full rat, or a possible reduction or increase of 1,25 %/quarter) and the best 25 years of contributions in the career.					Mandatory
	Retirement proportional to the number of points earned over the entire career. Permanent reduction of 1 % per quarter of missing SS contribution.					Optional
Supplementary Pension AGIRC-ARRCO						Reserved for employees leaving Schneider directly
Additional Products at Schneider Electric	PERO Mandatory retirement Plan	PERECO Collectif Retirement Savings Plan	CET Time Savings Account	ICDR Conventional severance pay	Article 39 Scheme resulting from the withdrawal from the CFC on retirement	Reserved for employees, born between 1953 and 1978 and working at SEI-SEF as of 31/12/2013

# Preparing my departure

## Specific retirement schemes

### Conventional Retirement Indemnity (ICDR)

- Compensation paid in the form of a lump sum upon retirement, or taken in the form of a dispensation from work prior to retirement.
- Amount or duration depending on years of service in the group, as long as you are still an employee at Schneider Electric just before retiring.
- The ICDR gives the right to the payment of profitsharing and participation Requesting a pension settlement from HRBP by indicating the choice of ICDR and specifying the dates, at least 2 months before the start of the ICDR.

The ICDR can be taken in time after reaching the date of full-rate retirement date, in order to benefit from a retirement with surcote.

### Contract "Article 39"

- Pension paid on retirement to employees meeting the following 3 conditions :
  - have been a potential beneficiary of the former End-of-Career Leave (CFC)
  - at December 31, 2013
  - born between 1953 and 1978
  - be an employee of Schneider at the time of retirement.
- Pension calculated on the basis of the difference in entitlements to the former CFC (frozen on 31/12/2013) and to the ICDR (on the date of retirement), after application of a reduction of 3 % per year between the year of birth and 1953 (see table CFC Entitlements, opposite).

If the assessed annuity is  $\leq$  €110/month, the capital should be paid in 1 installment.

Remember to recover it quickly after your departure, because, in the event of the employee's death, the capital is lost.

If you leave Schneider before retirement (resignation, contractual termination, etc.), you will lose all capital linked to Article 39.

#### To calculate the amount

Contact your CFTC representatives, see page 36

### Possible options for ICDR

Seniority at the time of retirement	Capital (in months of salary)	Duration of exemption from activity <sup>(1)</sup>		
		Nb of months 100 % paid <sup>(1)</sup>	SEI-SEF	
			Nb of months paid <sup>(1)</sup>	Nb of months 60 % paid <sup>(1)</sup>
2 to 4 years	0.5	0,5	-	1
5 to 9 years	1	1	-	2
10 to 19 years	2	2	-	4
20 to 29 years	3	3	-	6
30 to 34 years	4	4	6 months at 80 %	8
35 to 39 years	5	5	8 months at 75 %	10
40 years +	6	6	10 months at 72 %	12

(1) as a % of the last gross salary + bonus + STIP / SIP

### Procedure for liquidating Article 39

- If you meet the conditions of Article 39, remind your HRBP during the retirement preparation interview.
- Only the HRBP (via the payroll officer) can make the liquidation request. The employee receives a letter from BNP Paribas Cardif within 3 months of their retirement date.

### CFC entitlements

Seniority at december 31, 2013	Entitlements
5 to 9 years	2 months
10 to 14 years	4 months
15 to 19 years	6 months
20 to 24 years	8 months
25 to 29 years	10 months
30 to 34 years	12 months
35 to 39 years	13 months
40 years +	14 months

# Preparing my departure

## Managing the end of your career

### Retraite progressive

- The aim of progressive retirement is to:
  - **reduce your working hours** to between 40% and 80% of full-time hours, renewable and adjustable each year,
  - receive part of your basic and supplementary pension,
  - continue to contribute to your final pension with the option of doing so on a full-time basis (employer's share + employee's share). Simulation available on the pension insurance website.
- Conditions
  - also applicable to **executives on a fixed daily rate** since 07/25,
  - be at least 60 years old and have accrued at least 150 quarters,
  - sign an amendment to the employment contract..

The organisation of part-time work (on a daily, weekly or monthly basis, according to the terms agreed with the company) is a fixed agreement, except if changing in the rate of activity (which can be done once a year)..

- Progressive retirement amounts:
  - calculated using the same formula as your final pension,
  - if you do not yet have enough quarters to qualify for a full-rate pension, your progressive pension will be subject to a reduction, the rate of which cannot exceed 25%.
- Final pension amount: when you apply for your pension, the amount of your retirement pension will be recalculated to take into account the additional contributions made through your part-time work.

When you take advantage of this scheme, you are not obliged to retire at the legal retirement age.

### Pass Éducation Ingénieur pour l'école (IPE)

- Allows you to **be seconded full-time to a local education authority** (rectorat).
- Conditions:
  - be on a permanent contract with at least 3 years' seniority,
  - be no more than 48 months away from full retirement age and commit to retiring at the end of the Pass,
  - project approval by the manager and HR.
- Terms :
  - 24 months, renewable once, i.e. a maximum of 4 years,
  - salary maintained and STIP paid to the target.

For employees **within 48 months of retirement**, possibility of combining with the ICDR in time..

### Pass solidaire retraite

- Allows you to get involved with an association and share your expertise (transition to retirement).
- Conditions:
  - be on a permanent contract with at least 3 years' seniority,
  - be eligible for a full-rate pension within 24 months, with the obligation to leave at the end of the Pass, including the ICDR,
  - not exceed the eligibility date for a full-rate pension during the Pass,
  - have identified a professional assignment/project that matches their profile with an application approved by the association,
- Terms :
  - project approval by the manager and HR and secondment agreement between Schneider Electric and the association,
  - STIP at the target for assignments > 8 months.
- **Full-time Pass Solidaire Retraite :**
  - maximum duration of 12 months, renewable once,
  - full salary maintained.
- **Part-time Pass Solidaire Retraite :**
  - 50% of working time and 50% exemption from work and/or skills transfer option,
  - possibility of maintaining pension contributions to the basic and supplementary schemes on a full-time basis,
  - salary maintained according to gross annual earnings in relation to the "Plafond Annuel de la Sécurité Sociale" (PASS): 100% if 1 x PASS, 80% if 2 x PASS, 70% if > 2 x PASS,
  - possibility of requesting payment of the ICDR, at least 2 months before the date of entry into the Pass Solidaire scheme : payment of a deposit of 40% of one's ICDR before entering the scheme to compensate for the loss of income associated with the transition to part-time work.

### CET "end of career"

- Allows you to **reduce your working hours**.
- Employees who are less than 3 years away from full retirement age can transfer their ICDR to the "End of Career" CET.
- To calculate the amount: contact your CFTC representatives, see page 36

### Pass Compétences

Voir page 12

### Pass Création d'entreprise

Voir page 13

## Preparing my departure

# End of the employment contract

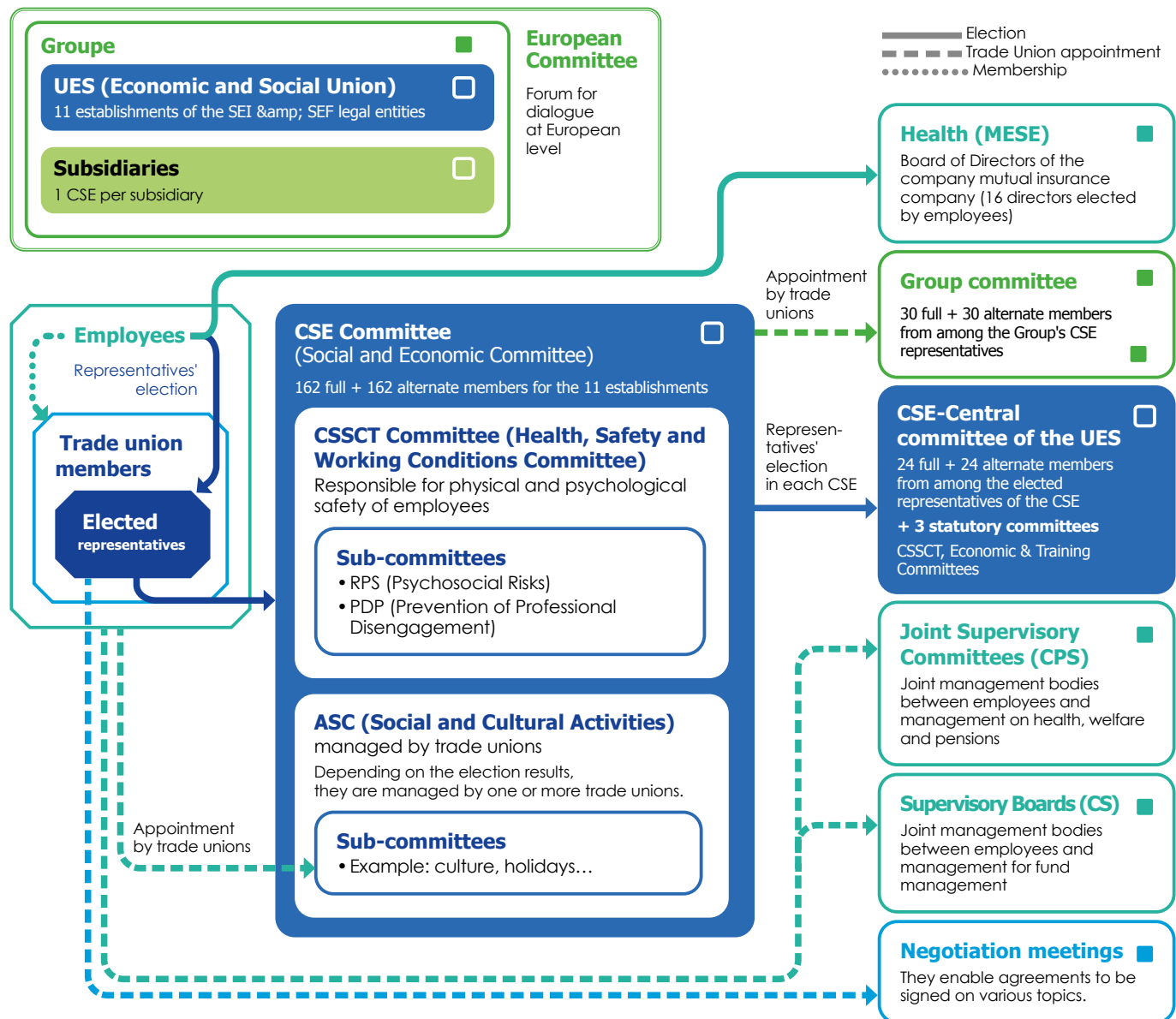
	Definition	Notice period
<b>Contractual termination</b> departure on the basis of mutual agreement between employee and employer	<ul style="list-style-type: none"> <li>• It allows the employer and the employee on a open-ended contract (CDI) to come to a mutual agreement on the conditions for the termination of the employment contract between them.</li> <li>• It is possible under conditions and compensation.</li> <li>• A termination agreement must be drawn up.</li> <li>• It must be validated by the DREETS.</li> </ul>	<ul style="list-style-type: none"> <li>• No notice period but departure date according to negotiation.</li> </ul>
<b>Resignation</b>	<ul style="list-style-type: none"> <li>• Allows you to terminate your permanent contract (CDI) on your own initiative.</li> <li>• The departure date is linked to the notice period..</li> </ul> <p>Abandoning one's post is no longer considered a resignation, so it is not covered by unemployment insurance and, above all, it is impossible to work in another company.</p>	<ul style="list-style-type: none"> <li>• The length of notice depends on the job group: 2 calendar weeks for A and B, 1 month for C, 2 months for D and E, 3 months for F to I.</li> <li>• Note: the employer can decide to exempt you from giving notice.</li> <li>• Taking paid holiday during the notice period pushes out the end date, unless they were asked after notification of resignation.</li> </ul>
<b>Dismissal for inadequacy/ professional incompetence</b>	<ul style="list-style-type: none"> <li>• The employer can invoke this reason to dismiss an employee who has not been able to carry out his task as stipulated in the employment contract (incompetence, professional unsuitability, errors, failures, disorganisation, insufficient or unusable work, lack of qualifications despite the employer's training efforts, etc.).</li> <li>• Minimum 8 months of uninterrupted seniority.</li> </ul>	<ul style="list-style-type: none"> <li>• The length of notice (1 to 3 months and up to 6 months for executives) depends on the job group, employee seniority and age.</li> <li>• Note: the employer can decide to exempt you from giving notice.</li> <li>• Taking paid holiday during the notice period pushes out the end date.</li> </ul>
<b>Dismissal for incapacity</b> physical or mental	<ul style="list-style-type: none"> <li>• The employer does not have the right to dismiss an employee who has an accident/illness and who can no longer fulfil their role without having first tried to modify/adapt their role according to the recommendations of the occupational physician.</li> <li>• In some cases, it may be important to start the disability recognition process (see the Klesia insurance policy)</li> </ul>	<ul style="list-style-type: none"> <li>• No notice period and no compensation in lieu of notice</li> </ul>
<b>Dismissal for misconduct / gross misconduct</b>	<ul style="list-style-type: none"> <li>• The employee's departure is immediate, without the possibility of executing the notice period or paying compensation (unjustified absences or abandonment of post, indiscipline, refusal to execute a task provided for in the contract, harassment, violence, insults, theft in the company, drunkenness in the workplace, etc.).</li> <li>• If the acts committed reflect a desire to harm the company and result in damage, the company may also claim damages from the dismissed employee.</li> </ul>	<ul style="list-style-type: none"> <li>• No possibility of working the notice period.</li> <li>• Not paid for it.</li> </ul>
<b>End of contract to take retirement</b>	<ul style="list-style-type: none"> <li>• An employee can decide to retire once he or she has reached the legal age. This voluntary departure is equivalent to a breach of the employment contract</li> <li>• on the employee's initiative, but does not constitute</li> <li>• a resignation or a conventional termination of contract.</li> </ul>	<ul style="list-style-type: none"> <li>• Contact HRBP at least 6 months beforehand to finalise your departure and at least 2 months before taking an ICDR in time.</li> <li>• Update your retirement file 12 months before.</li> </ul>

<b>Redundancy</b> Legal Redundancy Payment (ILL) Conventional Redundancy Payment (ICL)	<b>Tax and social security regime of the indemnity</b> 2025 PASS value: €47,100	<b>Return for Employment Allowance</b> ARE = former allowance for unemployment
<ul style="list-style-type: none"> <li>• At least equivalent to the more advantageous of ILL or ICL.</li> <li>• Employee can negotiate additional compensation with the employer</li> <li>• The employee receives the holiday pay (CPs), if he/she has not taken all the holidays earned at the date of termination of the contract.</li> </ul>	<ul style="list-style-type: none"> <li>• Tax-exempt up to the limit of the legal or contractual indemnity or 2 years' salary (or 50 % of the total indemnity) up to 6 PASS.</li> <li>• Exempt from social security contributions up to 2 PASS.</li> </ul>	<ul style="list-style-type: none"> <li>• The employee is entitled to the ARE.</li> <li>• Waiting period depending on the amount of the supra-legal severance pay received and the paid holidays.</li> <li>• MESE portability <sup>(1)</sup></li> </ul>
<ul style="list-style-type: none"> <li>• No ILL (no severance pay)</li> <li>• Payment of untaken holiday days (CPs).</li> </ul>	<ul style="list-style-type: none"> <li>• Compensation of notice period, payment of CPs, non-competition indemnity are subject to income tax.</li> </ul>	<ul style="list-style-type: none"> <li>• Except in special cases, resignation does not entitle you to receive ARE</li> <li>• No portability from the MESE</li> </ul>
<ul style="list-style-type: none"> <li>• The employee receives ILL or ICL</li> <li>• Payment of untaken CPs.</li> </ul>	<ul style="list-style-type: none"> <li>• Tax-exempt up to the limit of the legal or contractual indemnity or 2 years' salary (or 50 % of the total indemnity) up to 6 PASS and exempt from social security contributions up to 2 PASS</li> </ul>	<ul style="list-style-type: none"> <li>• The employee is entitled to the ARE.</li> <li>• Waiting period depending on the amount of the supralegal severance pay received and the paid holidays.</li> <li>• MESE portability <sup>(1)</sup></li> </ul>
<ul style="list-style-type: none"> <li>• The employee receives ILL or ICL.</li> <li>• Special compensation if the physical unfitness is of professional origin (accident at work/occupational disease).</li> <li>• The amount of the special compensation is at least equal to double the legal redundancy compensation without any seniority condition.</li> </ul>	<ul style="list-style-type: none"> <li>• Exempt from income tax if the incapacity is of professional origin.</li> </ul>	<ul style="list-style-type: none"> <li>• The employee is entitled to the ARE.</li> <li>• MESE portability <sup>(1)</sup></li> </ul>
<ul style="list-style-type: none"> <li>• No severance pay.</li> <li>• Payment of untaken CPs.</li> </ul>	<ul style="list-style-type: none"> <li>• The payment of CPs is subject to income tax.</li> </ul>	<ul style="list-style-type: none"> <li>• The employee is entitled to the ARE.</li> <li>• MESE portability <sup>(1)</sup> except if the dismissal is due to a gross misconduct</li> </ul>
<ul style="list-style-type: none"> <li>• Retirement indemnities, provided that the pension is liquidated: ICDR (Capital or Annuity) and for some Article 39 (see page 28)</li> </ul>	<ul style="list-style-type: none"> <li>• Subjected to income tax.</li> </ul>	<ul style="list-style-type: none"> <li>• The employee is entitled to the ARE.</li> </ul>

(1) On proof of support from unemployment insurance (max. 1 year)

# Understanding how social dialogue works

## The instances of dialogue and negotiation





**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.

# Discover the CFTC

## Who are we?

### The CFTC is one of the 5 representative trade union organisations at national level.

This status of the CFTC enables it to act significantly in the various institutions of the Republic, including the Ministry of Labour.

### CFTC participates actively in the management of parity organizations<sup>(1)</sup>

For example, CFTC is involved in the management such as social security, unemployment insurance, professional training, retirement, etc.

(1) Employers and employees are equally represented and manage, by "political" decision, the direction and use of contributions..

### Open to all

- The CFTC union takes care of **all their employees** the same way, whatever their role - operators, executives, work-study students, interns etc.
- The union was founded over 100 years ago.

### Ethical

- The values of the CFTC are **solidarity, respect** for others, social justice, tolerance and **secularism**.

### Independent

- CFTC operates independently from all political parties, pressure groups and management.
- They are inspired by the principles of Christian social morality, unlike other unions which focus on class struggle.
- The CFTC is a **reformist union** that favours social construction.



**A trade union is an organization that defends the material and moral interests of employees.**

It is represented at the workplace by company trade union sections, some of whose members are elected and represent the employees in the meetings of the CSE (Social and Economic Committee).



### CFTC, The constructive union

We are there for you, at work and in your daily life, for training, retirement, employment, housing, family. We negotiate for you to defend your rights.



## Mediator

- The CFTC favours **negotiation** and social dialogue for signing agreements for reconciling social and economic performance.
- The CFTC also uses confrontation when necessary.

## Innovative

- The CFTC has a **positive approach** to union action, looking for new solutions to individual and company issues, constantly defending employees with the underlying aim to preserve a quality, healthy environment where every staff member can grow.

## Conquering

- The influence of the CFTC has been growing over the last few years at Schneider Electric.
- **Thanks to your votes, the CFTC is currently the second organisation in the SEI-SEF** and can now legitimately represent all employees.

## Listening

- Recognition for the CFTC's action in the field, working with employees, is unanimous.
- Your CFTC representatives are always there for you, listening to your needs:
  - guiding you for procedures,
  - advising you for professional choices,
  - providing pertinent tools and analysis,
  - representing you in the various bodies.

## Active

Your CFTC representatives:

- watches out for your occupational health and working conditions,
- are consulted when changes are made to the company's organisation,
- negotiate collective agreements with management,
- manage or co-manage social and cultural activities for the works council (CSE),
- participate in joint supervisory committees for issues such as complementary private health insurance, life and disability insurance, and retirement,
- represent you in the labour courts and social bodies such as social security, the CAF for family benefits, etc.

## Join us

to take action in your professional life  
and participate in social dialogue

## Choose how much you want to engage

depending on your aspirations and your professional and personal constraints

📞 06 89 95 69 51

✉ [cftc.se@cftc-schneider.fr](mailto:cftc.se@cftc-schneider.fr)

🌐 [www.cftc-schneider.com](http://www.cftc-schneider.com)

# Discover the CFTC

## CFTC' contacts

### Group coordinators

- **Sylvie RESTANI** : 06 89 95 69 50
- Xavier MERLINI (assistant): 06 43 83 62 20

### Central Trade Union Delegation

- **François SOENEN** : 06 89 95 69 51
- Ludovic LAMBERT (assistant): 06 77 36 39 17



### SEI / SEF

Paris Region and ACS (Agences Commerciales & Services)				
Rueil-Malmaison (Le Hive)	BOUTKHIL	Mohamed	06 80 45 80 80	🇫🇷
	FERREIRA	Rémi	06 08 60 65 13	
	GATEAUD-PELTIER	Catherine	06 83 84 10 08	
	LEFRANCOIS	Sophie	07 86 43 41 13	
	MERLINI	Xavier	06 43 83 62 20	🇫🇷
	NICKMILDER	Jean	06 83 84 10 13	
	PERROT	Xavier	06 82 46 37 83	🇫🇷
	QUIERZY	Williams	06 72 92 40 21	🇫🇷
	TOUTAIN	Véronique	06 83 89 13 78	
Lille	BOURGEOIS	Gilles	06 83 83 90 22	
Lyon	DELPLACE	Francis	06 71 58 26 52	
	LECAMUS	Dominique	06 81 53 75 63	🇫🇷
	LE BOT	Patrick	06 76 45 60 15	
Montpellier	HAAS	Pierre	06 32 93 92 18	
Grenoble (Intency)	PONNANNA	Nischay	07 72 35 10 71	🇫🇷
	RECHARD	Cidalia	06 48 99 30 55	
Clermont-Ferrand	GAZZOLA	Cyril	06 87 72 37 65	
Normandy Region				
Beaumont Le Roger	GIFFARD	Franck	06 59 14 25 26	
	LAMBERT	Ludovic	06 77 36 39 17	
	MANGEANT	Mélanie	06 88 25 12 61	
	MARTINS DA SILVA	Mickael	06 36 54 08 52	
	PAYSANT	Yannick	06 77 36 55 97	
Le Vaudreuil	FOURNIER	Stéphanie		
	OTT	Stéphane	06 21 18 70 31	
	PICARD	Pascal	06 79 32 03 93	
Angoulême				
Les Agriers L'Isle d'Espagnac	CHAGRELLE	Christophe	06 71 69 23 84	
	HERNANDEZ	Olivier	06 34 27 63 64	
	LAYBATS	Estelle	06 63 46 65 62	
	MOUSSET	François	06 40 12 05 24	
Carros				
	BENOIST	Alain	07 82 57 54 41	
	EL GHARBI	Saif	06 34 32 13 49	
	HADJI	Faudel	06 32 54 22 72	

## SEI / SEF

Dijon				
	BEAUDOUIN	Jean-Marc		
	LE GUEN	Jean-Michel	06 75 26 46 58	
	MAZELIER	Alain		
	ROUGETET	Laurent		
Grenoble				
<b>Electropole</b> 38EQI	BUR	Emmanuel	06 49 51 90 67	✚
	BUSI	Maguelonne	06 37 06 02 00	✚
	CHEVALLET	Olivier	06 74 41 59 41	✚
	CUENOT	Pierre	06 89 36 69 31	✚
	DE TASSIGNY	Catherine	06 88 74 80 50	✚
	DURIF	François	06 89 84 66 88	✚
	FERRANDO	Laurent	06 45 08 81 27	
	JAVELON	Laurent	06 31 95 95 34	
	MOREAU	Patrick	06 89 95 69 36	✚ 🇪🇺
	RESTANI	Sylvie	06 89 95 69 50	✚
<b>IntenCity</b> 38INT	SOENEN	François	06 89 95 69 51	✚
	BONNEL	Mélanie	06 33 51 12 71	✚
	CHRISTOPHE	Hervé	06 87 72 84 87	
	MALI	Sunil	06 45 75 27 44	✚
	MICHEZ	Valérie	06 31 37 00 28	✚
	MILLON	Anne	06 87 81 98 60	✚
	PERRON	Laurent		
	PERRONET	Alexandra	06 40 68 47 53	
<b>Le Fontanil</b> 38LL	PIERRISNARD	Frédéric		
	SEILLER	Sylvie	06 75 90 58 40	✚
	TOURNIER	Sébastien	06 83 15 37 03	
	TREREMI	Virginie	06 80 61 70 14	✚
	CIALDELLA	Gérard	06 77 44 04 90	
	DECHAUX-BLANC	Nicolas	06 40 20 02 30	

Grenoble (suite)				
<b>MasterTech</b> MITT - SDE	AIT-ABBAS	Karima		
	BEDAR	Hakim		
	FENOLI	Caroline	07 85 34 88 75	
	MADONIA	Claude	07 86 76 66 12	🇮🇹
	NAVARRO	Virginie		
<b>MESE</b> MEZ	LASEN	Laurent	06 71 30 83 07	✚
<b>Technopole</b> 38TEC	BELALA	Habib		
	CAZALS	Mael	06 40 97 19 79	✚
	DAHMANE	Mihoub	06 80 74 78 04	✚
	DELAITRE	Ivan	06 42 28 60 30	
	GAL	Isabelle	07 85 61 17 60	✚
	MARTY	Frédéric	06 84 69 04 06	✚ 🇪🇺
	RETIF	Richard	06 33 31 94 72	✚
	RICHARD	Hervé	06 30 06 21 06	

## Subsidiaries

CEV			
<b>Privas</b>	BONHOMME	Jimmy	06 37 19 65 91
	GAILLARD	Lionel	04 87 08 00 11
	MUNOZ	Sophie	04 87 08 00 44
France Transfo			
<b>Ennery Mézières</b>	LAMORLETTE	Franck	06 10 60 86 74
SA3I			
<b>Thiais</b>	DEWANDEL	Damien	06 70 82 03 37
	LEMAIRE	Corinne	06 33 13 94 77
	MARTINS	Philippe	06 07 79 63 33
<b>Aix en Provence</b>	DA SILVA	Jose	06 77 04 49 88
IGE			
<b>Colomiers</b>	COLIN	Christian	06 84 95 62 36
	LEJEUNE	Nathalie	06 03 41 59 62
<b>Colombes</b>	BIANIC	Ludovic	07 86 75 63 11
	PALCOUX	Théodore	06 30 47 37 58

**Sustainable mobility package**  
carpooling, bicycle,  
electric / hybrid vehicle

**Incentive and profit-sharing investment**

**Savings of up to 5 CPs in the CET**

**Monthly deposit PERECO/PEG**

DEC 2025	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE
1 M	1 J New Year's Day	1 S	1 S	1 W 14	1 F Labor Day	1 L
2 T 49	2 F 01	2 M	2 M	2 T	2 S	2 T 23
3 W	3 S	3 T 06	3 T 10	3 F	3 S	3 W
4 T	4 S	4 W	4 W	4 S	4 M	4 T
5 F	5 M	5 T	5 T	5 S Easter	5 T 19	5 F
6 S	6 T 02	6 F	6 F	6 M	6 W	6 S
7 S	7 W	7 S	7 S	7 T 15	7 T	7 S
8 M	8 T	8 S	8 S	8 W	8 F Victory 1945	8 M
9 T 50	9 F	9 M	9 M	9 T	9 S	9 T 24
10 W	10 S	10 T 07	10 T 11	10 F	10 S	10 W
11 T	11 S	11 W	11 W	11 S	11 M	11 T
12 F	12 M	12 T	12 T	12 S	12 T 20	12 F
13 S	13 T 03	13 F	13 F	13 M	13 W	13 S
14 S	14 W	14 S Valentine's Day	14 S	14 T 16	14 T Ascension	14 S
15 M	15 T	15 S	15 S	15 W	15 F	15 M
16 T 51	16 F	16 M	16 M	16 T	16 S	16 T 25
17 W	17 S	17 T 08	17 T 12	17 F	17 S	17 W
18 T	18 S	18 W	18 W	18 S	18 M	18 T
19 F	19 M	19 T	19 T	19 S	19 T 21	19 F
20 S	20 T 04	20 F	20 F Spring	20 M	20 W	20 S
21 S	21 W	21 S	21 S	21 T 17	21 T	21 S Father's Day Summer
22 M	22 T	22 S	22 S	22 W	22 F	22 M
23 T 52	23 F	23 M	23 M	23 T	23 S	23 T 26
24 W	24 S	24 T 09	24 T 13	24 F	24 S	24 W
25 T Noël	25 S	25 W	25 W	25 S	25 M Pentecost	25 T
26 F	26 M	26 T	26 T	26 S	26 T 22	26 F
27 S	27 T 05	27 F	27 F	27 M	27 W	27 S
28 S	28 W	28 S	28 S	28 T 18	28 T	28 S
29 M	29 T		29 S +1 h	29 W	29 F	29 M
30 T 01	30 F		30 M	30 T	30 S	30 T 27
31 W	31 S		31 T 14		31 S Mother's Day	

■ Zone A : Besançon, Bordeaux, Clermont-Ferrand, Dijon, Grenoble, Limoges, Lyon, Poitiers

■ Zone B : Aix-Marseille, Amiens, Caen, Lille, Nancy-Metz, Nantes, Nice, Orléans-Tours, Reims, Rennes, Rouen, Strasbourg + Corse

■ Zone C : Créteil, Montpellier, Paris, Toulouse, Versailles

Modification of the MESE additional voluntary contribution

Exceptional deposit on PERECO/PEG

JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JAN 2027
1 W 27	1 S	1 T 36	1 T 40	1 S Toussaint	1 T 49	1 F
2 T	2 S	2 W	2 F	2 M	2 W	2 S
3 F	3 M	3 T	3 S	3 T 45	3 T	3 S
4 S	4 T 32	4 F	4 S	4 W	4 F	4 M
5 S	5 W	5 S	5 M	5 T	5 S	5 T 02
6 M	6 T	6 S	6 T 41	6 F	6 S	6 W
7 T 28	7 F	7 M	7 W	7 S	7 M	7 T
8 W	8 S	8 T 37	8 T	8 S	8 T 50	8 F
9 T	9 S	9 W	9 F	9 M	9 W	9 S
10 F	10 M	10 T	10 S	10 T 46	10 T	10 S
11 S	11 T 33	11 F	11 S	11 W Armistice 1918	11 F	11 M
12 S	12 W	12 S	12 M	12 T	12 S	12 T 03
13 M	13 T	13 S	13 T 42	13 F	13 S	13 W
14 T National Day	14 F	14 M	14 W	14 S	14 M	14 T
15 W 29	15 S Assumption	15 T 38	15 T	15 S	15 T 51	15 F
16 T	16 S	16 W	16 F	16 M	16 W	16 S
17 F	17 M	17 T	17 S	17 T 47	17 T	17 S
18 S	18 T 34	18 F	18 S	18 W	18 F	18 M
19 S	19 W	19 S	19 M	19 T	19 S	19 T 04
20 M	20 T	20 S	20 T 43	20 F	20 S	20 W
21 T 30	21 F	21 M	21 W	21 S	21 M Winter	21 T
22 W	22 S	22 T 39	22 T	22 S	22 T 52	22 F
23 T	23 S	23 W Autumn	23 F	23 M	23 W	23 S
24 F	24 M	24 T	24 S	24 T 48	24 T	24 S
25 S	25 T 35	25 F	25 S - 1 h	25 W	25 V Christmas	25 M
26 S	26 W	26 S	26 M	26 T	26 S	26 T 05
27 M	27 T	27 S	27 T 44	27 F	27 S	27 W
28 T 31	28 F	28 M	28 W	28 S	28 M	28 T
29 W	29 S	29 T 40	29 T	29 S	29 T 01	29 F
30 T	30 S	30 W	30 F	30 M 49	30 W	30 S
31 F	31 M		31 S		31 T New Year's Eve	31 S



Partner  
of your professional life



## Contact us

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