Dealing with the unexpected

Incapacity for work and disability

Incapacity for work

Definition

- Physical incapacity is certified by a physician through the issuance of a sick leave certificate.

In the event of sick leave, notify your manager and payroll administrator within two days.
Send your medical certificate via 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 disability (subject to confirmation by the social security system), or the employee is eligible for retirement.

Return to Work

- To help prevent employees from becoming disconnected from the workplace, HR must contact employees who have been on sick leave for more than 30 days to help them prepare for their return to work.
- The occupational health doctor may also contact the employee.

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 1.4 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	1st	2nd	1st	2nd	3rd
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	

Disability allowance

- 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 disability (see page 17)
- The basic salary is calculated on the average of the 10 best years of activity (capped at 1 PASS i.e. approx. €48,060).
- 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.
- 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.

Sexist conduct

Definitions

Sexist behavior: conduct directed at a person because of their gender, with the purpose or effect of making them feel inferior and/or undermining their legitimacy.

Sexual harassment: repeatedly imposing unwanted comments or behavior of a sexual nature on a person, or using any form of pressure to obtain a sexual favor.
Disciplinary action may be taken, up to and including dismissal.
Criminal penalties : fine of €30,000 / 2 years of imprisonment.

Sexual assault: imposing a sexual act or sexual contact on a person without their consent.
Disciplinary action may be taken, up to and including dismissal.
Criminal penalties : fine of €75,000 / 5 years of imprisonment.

Questions

You are in doubt? Imagine that the comments are directed at your parents, children, or partner. If it makes you uncomfortable, you should act.

How can sexism be prevented?

Do not tolerate sexist remarks or behaviour. Speak up and distance yourself from such behaviour. For example, ask the person to clarify their statement: "I'm not sure I understood what you just said. Could you explain what you mean?"

Reporting Channels

- Your manager or a Human Resources Business Partner (HRBP).
- Designated site representatives for sexism, harassment, and LGBT+ discrimination.
- TrustLine available to both employees and external stakeholders.