



New collective agreement in the metalworking industry:

Effects on Job Classifications

2022/08/29

The collective agreement concerns employee-employer relations in various fields such as labour relations, labour contracts, wages, social care, and job **classifications**.

The new agreement will be applied to all the sector's companies as of **January 1, 2024**. It will replace over 70 regional or local agreements in order to align the rights of all corresponding employees. The primary effect it will have on Schneider relates to the issue of job classifications. HR teams have embarked on a process of implementation in collaboration with trade unions since March 2022.

Job classifications: a major change concerning each employee

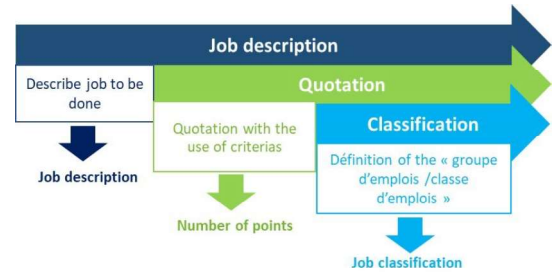
Job classification is the means by which various **positions** are described according to common criteria for comparing, ranking and valuing them. The classification is indicated on the payslip (section: qualifications). The new agreement establishes a precise framework to classify **positions rather than employees**.



The job description characterising the occupied position will become mandatory and will have to be provided to each employee

It will be drafted in **French** and will have to include the following:

- Position title
- Purpose
- Significant activities
- Scope and nature of duties
- Key figures (quantified)
- Required expertise and skills



A radical upheaval in position scoring...

Depending on the activities exercised, each position will be scored in reference to the "analysis framework," which includes:

- **6 criteria:** job complexity, expertise, autonomy, contribution, management/cooperation, and communication.
- **10 degrees of expectation**, each of which confers 1 to 10 points

The score (total number of points for each criterion) determines affiliation to "a job group and job class," as well as classification.

Ex: score of 30 points = **D8 classification**

Each classification is associated to a minimum salary. In contrast with the current situation, your classification will change if you occupy a position with a different score than your current position.

Scoring (no. of points)	Job Classes	Job Groups
58 to 60	18	
55 to 57	17	I
52 to 54	16	
49 to 51	15	H
46 to 48	14	
43 to 45	13	G
40 to 42	12	
37 to 39	11	F
34 to 36	10	
31 to 33	9	E
28 to 30	8	
25 to 27	7	D
22 to 24	6	
19 to 21	5	C
16 to 18	4	
13 to 15	3	B
10 to 12	2	
6 to 9	1	A

6 to 60 pts

executive positions start at 37pts

Executive

Non-Executive

The implementation of the new collective agreement will not impact your salary.

... But benchmarks that will remain the same!

The position group, rank and job code system used by Schneider will remain unchanged. The new job descriptions will be made available in 2023.

In order to anticipate and prepare for the new classification's potential effects on your position:

- **Get a hold of your job description** or describe your position's primary activities.
- **Request the position rank/group for your current position** from **HR/your manager**. They are obligated to provide it to you.

Your representatives have been trained on the new collective agreement

Any questions ? Feel free to contact them !

Occupational Analysis Framework

Requirement level/ No. of points	Job Complexity	Expertise	Autonomy	Contribution	Management-Cooperation	Communication
10	Designing programmes/projects/strategies aimed at anticipating contextual evolutions for the entire organisation	Position requiring the elaboration of benchmark expertise	Position requiring the results-oriented definition of strategic guidelines and relevant means	Position affecting the continuity of economic organisation methods	Managing/coordinating the entire organisation	Position requiring the mobilisation of key decision makers
9	Elaborating systems/models relative to several professional fields or advanced expertise in a given field	Position requiring highly specialised expertise in a given subject area	Position requiring the results-oriented definition of guidelines relative to general organisation with optimised means	Position affecting the organisation's/economic entity's performance	Managing/coordinating a subset of the organisation	Position requiring complex negotiations and representation relative to strategic challenges
8	Elaborating major processes in one or several professional fields	Position calling for specialised knowledge of a subject area or in-depth knowledge of several subject areas	Position requiring results-oriented identification of guidelines and adaptation of allocated means	Position affecting the development of a subset of the organisation/economic entity	Hierarchical management of hierarchical managers and/or coordinating a set of resources/means	Position requiring negotiation with and representation to various major players
7	Analyses and studies requiring the combination of a set of techniques or specialisation in a given technique	Position requiring in-depth expertise in a subject area or general knowledge of several subject areas	Position calling for identifying results-oriented methods/processes/means	Position affecting the performance of a subset of the organisation/economic entity	Hierarchical management of working teams and/or coordinating a subset of resources/means	Position requiring the establishment of acceptance and compromise in a context of varying/diverging interests with significant stakes
6	Analyses aimed at defining and implementing processes requiring the mobilisation of various methods or techniques	Position requiring in-depth knowledge in an aspect of a given subject area	Position calling for identifying solutions, as well as optimising methods and means validated upon the initiative of a third party	Position affecting the transformation and performance of a given section/division	Hierarchical management of a working team, including individual evaluations and/or coordinating various activities	Position requiring cooperation and partnerships with representatives of other entities
5	Implementing activities involving the selection and implementation of indexed methods/tools, completion of diagnoses aimed at anticipating/resolving difficulties	Position requiring general knowledge of an aspect of a given subject area	Position calling for modifying partially identified solutions validated upon the initiative of a third party	Position involving decisions producing effects on a given section/division	Activating/distributing/supporting/supervising/coordinating activities or collective sharing of knowledge and practices	Position requiring the production of shared/concerted observations/decisions with contacts to engage
4	Implementation of various activities, evaluating and processing various challenges, implementing and adapting indexed operational methods	Position requiring theoretical and practical professional expertise	Position calling for adapting identified solutions subject to occasional supervision	Position concerning decisive actions producing effects on various working teams	Collective technical/organisational support or individual sharing of expertise and practices	Position requiring demonstrative communication and argumentation
3	Developing similar activities, identifying anomalies, implementing identified operational methods	Position requiring mostly practical professional expertise	Position calling for the selection of identified solutions subject to frequent supervision	The position has an effect on various different positions within the working team	Individual technical/organisational support	Position requiring adjusted responses depending on the contact person
2	Developing various simple tasks, identifying anomalies by setting out initial elements of understanding	Position requiring elementary expertise	Position calling for the application of identified solutions subject to frequent supervision	The position has an effect on identical/similar positions	Experience/knowledge sharing and/or regular cooperation	Position requires formulating questions, establishing dialogue and reworking solutions with contacts in the immediate environment
1	Developing simple and repetitive tasks, reporting anomalies	Position requiring minimal expertise	Position calling for the execution of simple predetermined tasks under permanent supervision	Position effects are limited to its own activities	Occasional cooperation	Position requiring the comprehension of simple instructions and discussions