



# L'essentiel du mois

## June 2025

### About Schneider

- **Reorganisation of the Energy Management BU** : A new division called 'Home Solution' will integrate the wiring devices and connected offerings from H&D. Final Distribution will join the Power Product organisation under the responsibility of Bin Lu. Details of the new organisation will be announced in July.
- **Profit-sharing negotiations (paid in 2026)** : As in previous years, the calculation of the Group part of profit-sharing is based on STIP targets. The local portion is based on the objectives of France Ops and the European plants. Given the current economic climate, we doubt that these targets will be met. If the agreement is not signed, profit-sharing will de facto be abolished.
- **In Mâcon, a new plant** is to be built by 2027, close to the existing one, to increase production capacity and accommodate Secure Power's activities from Montbonnot. Around 100 new jobs are to be created. [Find out more.](#)
- **One Voice** : The CFTC [reiterates its advice](#) regarding this pretence of listening to employees. The CFTC questions the purpose of the question concerning "employees' intention to stay at Schneider".
- **Gradual retirement for day-rate employees** : From 1<sup>st</sup> of July, the employees concerned will be able to contribute on a full-time basis (employee + employer).
- **Schneider eStar** : the JV was created in April 2025. A group agreement has been signed to enable the JV to benefit from all Schneider group agreements. The CFTC is proposing that Schneider eStar employees be temporarily attached to the Grenoble CSE to facilitate the management of their social and cultural activities until their own CSE is elected.
- **Scanelec**: The closure of the Epône site (78) is planned. Employees will be transferred to Le Hive, Evreux or Pacy sur Eure.
- **Around a hundred employees will be changing their CSE** : from 1 July, they will be attached to the CSE of the site where they work, with the exception of employees in the French trade and services sector.
- **'Essentials' training** : if one course is not relevant to your job, ask your manager to confirm it's mandatory.

### Indicators

- Gas prices: benchmark [price down 6.4%](#).
- GDP growth France [0.1% in Q1 2025](#)

### Eco, social & environmental news

- A draft decree aimed at **lowering the age of access to phased retirement from 62 to 60** has been submitted to the CNAV. It could come [into force as early as 1 September 2025](#).
- Executive employment: [the downturn is worsening](#).
- Environment Day [on 5 June](#).
- What is the state of the environment in France? Discover [the latest benchmark report](#).

### Find out more

- Burn-out doesn't strike without warning: [that's the good news](#)....
- Returning to work after a burn-out : [how to support without rushing ?](#).
- Incompetence & promotion: [a company problem ?](#)
- Employees are not leaving their jobs, they [are fleeing a toxic culture](#).
- Doing 2 tasks at once is not a talent [but a cognitive waste](#).
- AI: Generation Z believes [that university degrees were a waste of time and money](#).

### Keep in mind !

- **PERECO** : **June 3 is the last day** [to schedule a monthly payment of €262](#) or to transfer days from your Time Savings Account to the PERECO to benefit from the **€800 employer contribution**.
- **On 1 June** your new holiday balance will be credited to Paylink. Remember to [check that the account is correct!](#)

### CFTC & you

- **PERECO**: your [questions answered](#)
- **More information** : access the new "[Schneider employees-only area](#)" on the App or web site by simply registering, with no obligation.

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