



A salary negotiation just right compared to 2024 inflation

2024/01/18

At the end of the 3 GSR meetings, a budget of 2.3% will ultimately be distributed to employees in April, to which will be added 0.1% for gender equality.

Each establishment will decide locally on the distribution of the budget between AG (General Increase) and AI (Individual Increase) and additional measures.

For SEI-SEF

- For non-managers, there will be 1.5% in AG (General Increase) and 0.8% in AI (Individual Increase) With a floor value of €38 for the 760 employees with an annual salary of less than €30,400.
- For managers, no AG, there will only be AI (Individual Increase)
- **A few additional measures are proposed**
 - Increase of the meal voucher to €10.50, i.e. +3%, but still nothing on the employer contribution to the meal of employees working on sites with a company restaurant.
 - Team bonus : increase of 3%
 - On-call duty bonus (off-duty) +2%
 - Work medal bonuses: +10 to +13%:

medal	amount 2024	amount 2025	évolution
20 years	426 €	470 €	10%
30 years	613 €	680 €	11%
35 years	810 €	900 €	11%
40 years	1 022 €	1 150 €	13%

For the other companies in the group, negotiations are still ongoing until the end of January

The CFTC (with 3 other responsible union organizations) signed the agreement at the group level so as not to penalize employees during this difficult period. Only the CFDT did not sign it!

CFTC members, whether non-managers or managers, decided to sign.

Indeed, without a signature, the budget fell back to 2% + 0.1%. Members considered that it was not acceptable to deprive employees of a 0.3 point increase.

For the CFTC, refusing to sign means making employees lose purchasing power, while making Schneider save money.

The CFTC signed because it defends the interests of all employees, without discrimination.