



L'essentiel du mois

March 2025

About Schneider

- **Schneider Electric 2024 results:** annual results announced as "record", but [variable compensation for employees will be mediocre](#) (profit-sharing, STIP, SIP).
- **Reorganizations at the head of Home & Distribution :** months go by and one reorganization follows another, proof of persistent instability. Following Mr. Lotfy's departure, Frederic Godemel stepped in to take stock of the situation.
- **Reorganization at Power Product (R.Kelkar):** a major game of musical chairs. The long-term effectiveness of talent recruited from outside Schneider Electric is questionable.
- **IloT :** Gradual end of AVEVA Competency Center activity. 42 jobs affected, including 18 threatened, mainly in Carros.
- **EcoAct:** welcome to the [Eco actors](#) who joined Sustainability Business on February 1, 2025.
- **STIP 2024 paid in 2025:** the personalized calculation of your STIP will be available in TalentLink on March 14, and your manager will be able to distribute the mailings to you from March 06.
The average personal share will be **110%** and the global share will be 99%.
- **New STIP 2025 paid in 2026:** end of management call worldwide. The STIP calculation will be based on tangible information. [To find out more](#)
- **Traxo:** it is planned that employees' business mailboxes will be scanned automatically to track travel bookings and locate employees even if they have booked outside Concur software.
For personal travel, use your personal email.

Indicators

- [Reimbursement of home working expenses](#) under a collective agreement can reach €3.25 per day, up to a maximum of €71.50 per month (Reminder Schneider Electric remains at €2).
- [The slowdown in manufacturing activity](#) in the eurozone eased again in January, suggesting that the worst may be over.

Eco, social & environmental news

- **Pensions:** negotiations kick off. Presentation of the [diagnosis of the financial state](#) of the French pension system.
- **Purchase of electric cars:** 3/4 of large French companies [do not comply with quotas](#).
- **By 2030, [one employee in four will be a carer](#).**
- The solidarity **tax on airline tickets will be raised on 1 March**, leading to a [possible increase in the price of certain flights](#).
- **On 1 March, the CO2 penalty for the [purchase of new vehicles will be tightened](#).**

Find out more

- [The Agile method has not been able to sow the seeds of the bureaucratic monsters](#) that lurk in most organisations.
- There's no such thing [as an objective assessment!](#)
- [Why is France](#) Europe's **burn-out champion?**
- **Sexist comments** [can constitute harassment](#).
- "bifurcator", students [who make a radical change](#) of direction.

Keep in mind !

- **Write the word "personal"** in the subject line of the e-mail so that it is not scanned by Schneider Electric's IT systems, if you are using your business mailbox.

Your CFTC representatives :

[Sylvie RESTANI](#) [Xavier MERLINI](#)
[François SOENEN](#) [Ludovic LAMBERT](#)

www.cftc-schneider.com

