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Schneider Electric

SEI-SEF

MV restructuring plan :
200 jobs are lost !



**All job losses as expected by management must go along with reclassification offers.
CFE-CGC will pay attention that all employees' wishes be considered.**

In the reshuffle project of its medium voltage industrial operations, Schneider Electric has announced the following measures at Grenoble regional premise, belonging to SEI-SEF legal perimeter :

- The stoppage of EMT plant, based in Fontanil Cornillon – 180 jobs
- The removal of ECOFIT central functions – 8 positions
- The creation of 62 positions for ECOFIT operations at Grenoble

Legal & Mandatory steps are already passed in SEI-SEF perimeter: the Method Frame Agreement (Accord de méthode) that defines schedule, meetings and steps while the Perimeter Frame Agreement, defines the exact plant or group of plants affected by the plan, out of which employee parting criteria and priority orders are set.

METHOD FRAME AGREEMENT

This first agreement sets all means and contents of negotiation in each legal perimeter :

- Representative trade unions
- Calendar of negotiation meetings
- Main rules of implementation and follow-up of plan
- Conditions of intervention by expert consulting firms, supporting trade union representatives

At the term of negotiation rounds – 7 calls for meeting are planned from October 15th, 2020, to January 7th 2021, the agreement project is presented for advisory votes at the CSE-Central (legal representative body of SEI-SEF) on Jan. 21st, 2021, and at the local CSE of Grenoble on January 22nd (legal representative body of SEI plants and premises in Grenoble)

In order to better defend employees' rights, CFE-CGC has successfully obtained from Schneider Electric management :

- A longer period for the expertise report delivery on Dec. 17th from Dec. 3rd to guaranty the most relevant study
- Regular progress and syntheses reports by SE management, fully confirming validated points
- A 3-day-only early notice (rather than 7 days) for questions before meetings to facilitate latest advancements
- An increase in credit hours for representatives to prepare negotiation meetings



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PERIMETER FRAME AGREEMENT : FAVOR EMPLOYEE MOBILITY WITH FUNCTIONAL SWAP OVER

This agreement defines the dismissal ranking for employees within the Grenoble EMT activities, MV primary cubicles production and ECOFIT central functions.

Should this agreement be signed, Schneider Electric first opens a volunteering period to external mobility or geographic relocation on the SEI-SEF premises of Grenoble, where another employee in a similar position is leaving. This swap over is eligible with any collaborator volunteering for an anticipated activity cessation or eternal mobility.

On the unanimous request of all Trade Unions, among them CFE-CGC, CFDT, FO and CFTC, Schneider Electric may propose an extended swap over scheme to the whole French territory, if all legal perimeters (SEI-SEF, SEEF and MGL) agree and formally sign local method and perimeter frame agreements.



CFE-CGC has signed these two agreements on the SEI-SEF perimeter and remains particularly cautious that:

- Every employee receives a real relocation offer in the Grenoble region of employment
- Fair reclassification criteria are applied
- Each proposed position must be adequate to competencies and skills
- Training programs are effective enough to ensure best successes in new employment of each individual
- Each employee performance criteria in his/her overall rating are fairly taken into account

CFE-CGC will be particularly attentive that the wishes of each employee are best taken into account, especially in case of internal job relocation.



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CFE-CGC is the only trade union organisation representing executives, engineers, managers, supervisors, technicians, clerks in all technical, financial or administrative functions

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