



More information
in ENGLISH
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CFE-CGC : a very different trade union !

We tell you who we are ! CFE-CGC is the only trade union representing skilled professional employees, with higher education and/or in management or executive positions.

ORGANIZATION

CFE-CGC confederation
National level – Institutional and government relations and branch coordination



CFE-CGC is a truly politically agnostic organization and it never had any link with any political or religious group in history.



Metallurgy Federation
Branch level – specific industry agreements and charters



e.g. Chemicals Fed
branch level

Other Feds
branch level



SMIDEF / SMI
Paris Union or other
Regional representations

**Other regions
or specific industries**
e.g. Nuclear or East France

It has always focused its attention on the voice of people holding responsibilities in companies from team leaders, engineers, sales or finance, strategy, marketing or HR specialists or managers, and even executives.



And therefore, CFE-CGC posture in social relations combines the necessary positive transformation of every industry, a fair share of benefits and protection to all employees and promotion of career paths rewarding performance.

local sections - Your representatives at Schneider

> Defending your Working conditions



CSE - ordinary & extraordinary sessions

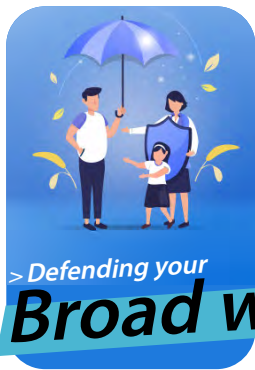
Your representatives and local management regularly meet and often negotiate how departments and local teams are run, the issues may arise and any local transformation. We are your voice for any problem you daily encounter in your working group or how the facility is run, how instructions are applied. We address them to management until solution is found. It also includes salary review, profit sharing negotiations.

CFE-CGC believes that issues are often dealt & solved with mutual trust and agreement. But when a problem can't be solved, we really dare to fill in law suits to protect our colleagues, especially when safety is at stake.

Employment disputes

As it often happens, representatives assist employees in individual or collective dispute, as one of our primary roles.

Law & rules are complex. CFE-CGC is experienced in achieving successful outcomes in disputes.



Corporate Social Work

A subsidy per employee is yearly paid to our « Comité d'entreprise » and each of you is entitled to receive compensation for your family expenses (sport/culture), subsidized leisure travels organized by us, events and gifts at special occasions.

> Defending your Well being

This part of our activities is an extension of reward and social policies of Schneider Electric, managed by your representatives.

> Defending your Broad welfare protection

Welfare

Schneider has 2 health schemes to offer a premium protection on all employees.

MESE - Mutual health plan

An internal health insurance scheme to offer additional coverage to social welfare

KLESIA – High risk protection

A special fund that maintains full salary to our long-time sick colleagues and even large compensation to widow(er) & orphans in case of dramatic events

CFE-CGC is part of the commission that runs these funds.

We favor very protective benefits to our people, while the long term management of the fund is a complex financial balance between resources and expenses.

Mutual Funds & Long term benefits

Schneider has multiple funds, to collect and deposit profit sharing assets, several retirement funds and SE actionnariat (SE shares) mutual fund.

These funds are co-managed by appointees of enterprise and representatives of SE staff.



CFE-CGC is a key member of these boards, because these funds are the property of SE people, as long terms benefits and rewards. We remain the watchdog of the right balance between performance and risks.



You have now **many good reasons** to support CFE-CGC representatives in elections or request help or advice from us at any moment.

CFE-CGC people **listen** to any case & we **assist** you for any question or difficulty. And we are always committed to **defend** your safety, your rights, your benefits, your long-term assets !



we have an agreement !

Join CFE-CGC - Memberships is confidential not disclosed >>



CFE-CGC || my app'

Schneider Electric



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