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## CSE-Central - CFE CGC keeps You informed !

### Extraordinary meeting February 11th, 2021

SE Digital / Overseas flows/ GPEC GSC review / Teleworking package

#### SE Digital Presentation and strategy

Management presents **the evolution of Schneider Digital**, merging together Digital Customer Experience, Digital Sales and Support, and Global Sales Operations, to accelerate **strategic initiatives of digital sales and marketing transformation**.

It is regarded as a **"seamless change"**, under the sole leadership of Mr. Hughes, whereas the roles of the hubs are confirmed: **8 global centers including Grenoble and Rueil and 2 regional units in Europe in Barcelona and Budapest**.

The organization wants to get closer to IT Sales, in order to better manage "technical debt" (obsolete tools, eg SOL VANTIVE).

Management reiterates its fundamental principles: **multi-hub strategy, structural efficiency, rebalancing of resources in Europe**, with **specialized hubs: Supply Chain (Grenoble and Budapest), Sales (Grenoble and Rueil), Support (India)**.

Regarding employment, we note a **decrease in the workforce of 3% in France** out of 446p, a **replacement rate of 76% of departures** and mainly the **hiring of 3<sup>rd</sup>-party service providers**, with a cautious policy of "Insourcing" (conversion of service provider contracts in CDI).

#### Our analysis – Our comments :

**CFE-CGC** acknowledge this **cautious strategy** and of the **confirmation of expertise centers in France**. However, **employment situation is less clear** than it might appear, as job replacements are effective with many external service providers. The **number of job positions is obviously partially retained**, but the **incoming and outgoing flows of so called "SE Contracts" are more fuzzy**, in the sake of **"Good Skills Management"**, says the Management. In this context, **the employees of SE Digital are still asking themselves questions ... Do not hesitate to keep coming back to us**.

Beyond this organizational change, **CFE-CGC confirms that the obsolescence of tools is a true topic**.

Unfortunately, the new tools are not fully operational, and users are suffering the consequences.

**CFE-CGC** will therefore **make sure that this organization will protect the employees of SE Digital** and that it will ultimately **provide the tools with needed operational efficiency** to the end-users.

**STIP** The management reminds us of the **"boosting on SIP"** and the **"management call on STIP"**.

**SIP and 1%** It made us a surprise announcement: **employees not eligible for SIP or STIP will benefit from a bonus of 1%** (minimum € 250 and maximum € 550 gross payment)

#### Our analysis – Our comments :

Unlike other labor organizations, **CFE-CGC did not sign the "NAO 2021"** (Annual salary review mandatory negotiations). **The expectations was not met for agents and technicians and executives**.

After the excellent results of the company and a staggered NAO agreement, management took a **welcome initiative** to some of our colleagues, **but decided out of compulsory legal negotiations**.

**CFE-CGC** demands that the **salary review negotiations take place after publication of the company results**, in order **to be fair to its "social partners"**. Let's be **innovative for the next salary review!**



en action  
 avec vous !

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 en adhérant  
 confidentiellement  
 à la CFE-CGC >>>



**Extension GPEC\* GSC - Support fonctions** Territory and GSC EUR Social Relations Departments came back to us for an **extension of timeframe and number of open tickets** (+ 40% = 133 vs 97) for the **GPEC\* GSC Support Functions**:

- 12 Procurement functions' tickets
- 12 Central functions' tickets
- 12 GSC EUR tickets.

Plan **extension from March/31 to August/31/2021** (alignment with other GPECs)  
**Tools unchanged** (except cumulative Retirement quarter redemptions with Retirement Pass)  
**Replacement rate of leaving employee is unchanged**: still 1/3.  
**Planning**: Info CSEC: 11/02 □ First negotiation: 17/02 □ second negotiation: 23/02 □ information & consultations of 5 local CSEs during extraordinary sessions before end of March for administrative purpose. Management is already announcing 34 potential people, eligible to the plan.  
**Registration deadline April 1st, it's really short!**  
*\* GPEC stands for Management Plan of Employment and Competencies. In short : voluntary subsidized departure packages along with new employee profile hiring program.*

Our analysis – Our comments :  
**CFE-CGC worries about the employees who remain in position with an increased workload.** We ask for a **replacement of at least 2 for 3 departures.**  
 Should we sign yet another GPEC extension, when we were undoubtedly told that the legal framework is very constrained to include organizations such as Training Institute or Finance, for which GPECs have been refused?  
 Ultimately, **GPECs, with their low replacement rates, strangely look like PSE (Plant closure)**, we face too.

**Equipment for teleworkers** **An equipment kit is to be provided to employees** (CDI, CDD, work-study contract, who are in a situation of **teleworking at least 3 days per week** and who will request it. The demand is made in COUPA (Purchase tool) and delivery is meant at the employee's home:

- Armchair
- Computer riser
- Keyboard & mouse

Our analysis – Our comments :  
**CFE-CGC is delighted be heard by the management for its demands.** We still need to **formalize it in the teleworking agreement**, along with the **compensation allowances that we continue to request (10 € / day)**, as specified in the inter-professional agreement with MEDEF (French Employer Federation).

**Change in the organization of intercontinental export flows** A project to **optimize factory export flows** was presented to us. New setup collects together **all these flows to a single third-party expedition center** for customs clearance and shipping in a container, instead of going through the Evreux and NewLog centers. Optimization of international freight is expected. Employment at the sites will primarily affect temporary positions.

Our analysis – Our comments :  
**CFE-CGC notes that the feasibility studies have not been completed yet** and that management says it is still at the project stage. We will therefore comment more when information is complete.

**Legal info by CFE-CGC** **Do we have the right to sanction an employee who refuses to go to his annual appraisal interview?**

Legal answer:  
*The annual employee assessment interview is an important moment for the manager and his employees. The purpose of the interview is to:*

- get to know the employees better, their strengths and areas for improvement;
- better understand their mode of operation and their aspirations;
- recognize and validate their skills and thus stimulate them, etc.;

*Please note, before assessing the professional aptitude of your employees, you must inform them of the techniques and methods you will use (Labor Code, art. L. 1222-3). Appraisals can have an impact on employee behavior, career development and compensation. If they are likely to generate psychological pressure leading to repercussions on working conditions, the social and economic committee must be consulted before their implementation (Labor Code, art. L. 2312-8).*  
*The social and economic committee is informed and consulted, prior to this implementation of the evaluation systems in the company, since these techniques allow the control of the employees' activity (Labor Code, art. L. 2312-38).*  
*Yes, in such conditions, the employee who refuses the interview behaves at fault which can be penalized. This sanction can go as far as dismissal for serious misconduct.*

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