

dec.
2021

CFE-CGC Schneider Electric

The union of ENGINEERS, EXECUTIVES, TECHNICIANS and ADMINISTRATORS



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Purchasing Power For All - Right Now !

**2021 has been a year of strong results and exponential inflation.
CFE-CGC wants everyone to benefit from the fruits of their personal investment.**

The results obtained are largely attributable to the employees who participated in this effort by facing several additional and unprecedented constraints : Covid crisis - and induced teleworking, raw materials crisis involving R&D reorientation and industrial reorganization, supply disruptions due to unanticipated overgrowth, induced disorganization and consequences of the PSE Moyenne Tension, etc.

Schneider Electric participates in this exercise through its pricing policy, which gave rise to four increases in France throughout the year. While SE can choose at any time to pass on increases in raw materials and logistics costs to its customers, for the company's employees, the salary revision policy only takes place once a year, and not for everyone.

The CFE-CGC was right to ask for a 2.6% increase in 2020: it was just enough to counteract the prevailing inflation. But for employees, an increase only comes once a year, and not for everyone ! In 2021, 25% of executives were not accorded a salary increase.

« In 2020,
CFE-CGC was
spot on in
anticipating
significant
inflation. »

JUSTIFIED CLAIMS FOR INCREASES

For 2022, the CFE-CGC feels justified in its claims for an increase – as all the company's employees have contributed to the results! It is unacceptable to allow salaries to become devalued year after year, when compared to the constant evolution of the dividend paid to shareholders.

+5,3%

+1%
+2,8%
indexed to
2021 inflation

in **GENERAL INCREASE (GI) FOR ALL** (Executives and OATAMs) with regard to the collective effort made in 2021.

+1,5%

INDIVIDUAL INCREASE FOR ALL (Executives and OATAMs) based on individual efforts and performance in 2021

• **No lag between II and STIP for the year of payment.** The II paid in STIP points must be recognized in the year of the salary revision: if 1 STIP point is granted for the 2022 CAN (Compulsory Annual Negotiations), it must be paid in 2022, therefore on the 2021 STIP !

• **Neutralization of the cumulative inflation** over 3 years for 100% of employees showing a loss of purchasing power.



ADDITIONAL MEASURES :

- **Increase to 400 € of the on-call indemnity for 24/24 H week** for France Ops executives : 320 € for several years without revaluation. Equivalent to those of on-call technicians.

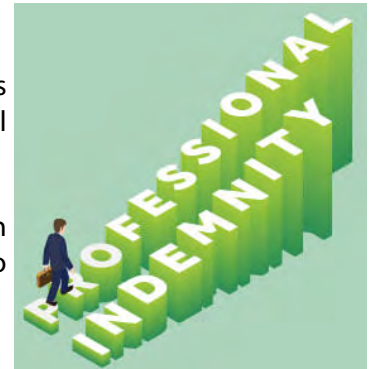
- **Increase in the employer's share of catering costs to €5** to bring it into line with the 2020 increase in the workers' lunch indemnities and increase the meal voucher to €9.50

- **Upgrading to General Increasing :**

- **All intervention technicians' compensation (FSR)** (on-call duty, family accommodation, 15th Saturday,) which have been stagnating for years

- **Catering and hotel spend caps** (Paris and Province) for employees on business trips.

- **Increase the PERECO (ex PERCO) contribution from €800 to €1000**



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Employment at SE France is picking up. The R&D, Logistics, Maintenance, Purchasing, Sales Executives, Digital and E-commerce sectors are busy hiring.

If SE wishes to remain competitive in attracting young talent and retaining its top performers, **compensation levels must be aligned with this ambition** in order to prevent this talent from looking elsewhere.

Our Senior Management must now show its recognition of the collective effort and investment in 2020 and 2021 by actioning and **increasing purchasing power for all employees**; with special attention paid to the Engineers & Executives who are subject to the II system.

The CFE-CGC at the service of employees, in defence of fair and equitable remuneration in the common interest of achieving the company's objectives.

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