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CFE-CGC Schneider Electric

The union of ENGINEERS, EXECUTIVES, TECHNICIANS and ADMINISTRATORS



Schneider Electric

Union Elections 2021 :

Success confirmed by the Courts



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in ENGLISH
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Victory prevails for the employees and for the CFE-CGC. The Court of Nanterre has ruled that the 2021 ACS-RP Union Election results are accurate.

On May 23, 2022, the Court of Nanterre ruled in favor for the accuracy in the outcome of the ACS-RP Union Elections, further to a summary decision by the court. The CFE-CGC is pleased to note that the court did not find any admissible argument for all 29 points of contestation in the afore mentioned Union Elections. The FO and CAT trade unions, joined by the CGT, went to court to challenge these 29 points. Each point was rejected - without exception. The November and December 2021 Union Elections were a real success for the CFE-CGC, thanks first and foremost to the wholehearted sharing of our ideas across the board, coupled with the quality of our action in furthering constructive social dialogue whilst conducting negotiations with the Management.

A DYNAMIC AND ORIGINAL CAMPAIGN ON ACS-RP

This visibility enabled us to convince a large majority. You elected 12 incumbent members to the S.E.C, with as many substitutes – leaving us minus one seat for an absolute majority. It should be noted - the organizations that took us to court to have the elections annulled, suffered massively reduced scores in these elections – finishing below 10% representation. The CFE-CGC believes this is the real reason for going to court - fictive “irregularities” (29 in total...), all to be rejected by the Court.

Indeed, the CFE-CGC diligently respected the electoral protocol, signed by all the trade unions. The court, the only judge with decisional power, recognized our loyalty and Management’s neutrality in the proceedings. The filed grievances were dismissed. This demonstrates that legal action was undertaken for purposes other than those loudly conveyed by the plaintiffs to all and sundry.

Yes - we effectively exercised a «questioning of the candidate lists from other Trade Unions», which was totally justified due to the observation that some of our CFE-CGC members were appearing on competing lists. Demanding their withdrawal was the only course of action. How on earth is it possible to top up a list with candidates who are not of your own group? If this action had been successful, FO and CAT would have once again impeded the correct functioning of the ACS-RP ESC. Fortunately, this was not the case and we are happy in the knowledge that everyone will be free to enjoy SE social advantages this summer.

NO MORE TIME WASTING !

We deplore the precious time and energy lost by everyone, in defending the employees’ and the company’s interests. This court case was also a financial waste (social affairs, members, militants) in legal expenses for individual purposes of representation. Their action was doomed to failure - considering the weak arguments on which it was based. Feeling disappointed when faced with mediocre results should not trigger questioning of election processes, while claiming random, pseudo-infractions to the electoral protocol. Many hours were wasted in refuting fallacious arguments, which were ultimately dismissed by the judge..



The CFE-CGC regrets this conception of democracy which consists of refusing to accept results, when they don’t balance in your favor.

The CFE-CGC will strive to develop the Social Advantages of the SEC, in accordance with its campaign commitments and to defend all the employees’ interest within the framework of the reorganizations of the company – both on a collective and individual level.

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