

may
2022

CFE-CGC Schneider Electric

The union of ENGINEERS, EXECUTIVES, TECHNICIANS and ADMINISTRATORS



Schneider Electric

Nouvelle
CONVENTION
COLLECTIVE
DE LA
MÉTALLURGIE

* New Collective
bargaining
agreement for the
metallurgy industry

The Deployment - WHEN & WHY

1 min.



At Schneider Electric, as for all companies in the metallurgy sector, the new collective agreement signed at the end of February 2022 must be implemented by January 1, 2024 at the latest.

WHY NEGOTIATE A NEW COLLECTIVE AGREEMENT?

For over 50 years, jobs, career patterns and company organizations have changed profoundly. and variations of the Collective Bargaining Agreement for the Metallurgy Industry have multiplied across territories and various sectors of activity, leading to unequal social treatment of company employees in the industry.

Similarly, job classification has too often been misused as a means of promotion and recognizing acquired skills, valuing individual performance - all without changing jobs. This abuse has led to the loss of the very essence of a system that set out to be fair, as it was supposed to guarantee **one job = one classification**.

AND WHAT ABOUT THE FUTURE?

Jobs are changing: the fact is by 2030 50% new jobs will have materialized ... and let's remember the current collective agreement dates from 1970... Emerging jobs absolutely need to be integrated into an updated agreement, capable of taking into account this rapid evolution in our industry.

The CFE-CGC has signed the new collective agreement for the metallurgy industry because it will enable us to SIMPLIFY AND HARMONIZE CONTRACTUAL LABOUR RELATIONS. It had become urgent to adapt our conventional contractual agreements in the metallurgy sector without compromising employees' rights.

For the CFE-CGC, this simplification and harmonization will allow employees to be better informed about their rights.

The main text of the new single national collective agreement for the metal industry is now 230 pages long - instead of more than 7,000. It will come into force on 1 January 2024. It will apply across the board to all employees, whether they are managers or non-managers, throughout metropolitan France.



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For the CFE-CGC, real progress is only valid if it is shared by all. The CFE-CGC is proud to participate and will keep you regularly informed of its progress.

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CONVENTION
COLLECTIVE
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* New Collective
bargaining
agreement for the
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HARMONIZE



- + understanding
- + more fairness & transparency
in the jobs of today and tomorrow



 1 min.
+ More info in video and at
of your CFE-CGC representatives

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