



L'essentiel du mois

January 2025

About Schneider

- **NAO:** 2.3% increase + 0.1% for gender equality. The distribution of AG/AI and other points of improvement (basket bonus, luncheon vouchers, etc.) are negotiated on an establishment-by-establishment basis. [Find out more](#)
- **STIP: Schneider Electric has been condemned** on appeal. The CFTC went to court to defend managers' variable pay. Management will have to change the STIP rules for both the personal and group portions [Find out more](#)
- **New job codes:** a new 5-character coding will be implemented in 2025, with no impact on jobs. It will take into account career path and experience, as well as specialization.
- **Annual appraisal interviews (EAP):** if you are positioned "in development", your manager must justify this factually, as no situation automatically imposes this rating. In case of disagreement, meet your HR before February 7.
- **WESOP 2025:** the next shareholding plan will be launched on April 16 and will enable you to obtain the €1,800 matching contribution announced. [Find out more](#)
- **Services Agreement (FSR):** applicable since January 1st. If you notice any anomalies in your pay, contact the CFTC.
- **The leasing fleet will become 100% electric** by mid-2025. This will complicate the activity of sales staff (longer journey times, fatigue, stress, etc.). As the number of electric charging points at Schneider sites is limited, this is likely to penalize all employees.
- **Long-service awards:** the amounts for 2025 were revised during the NAO negotiations. [Find out more.](#)

Indicators

- **Livret A (2.4%) and Livret d'Epargne Populaire (LEP 3.5%) rates cut on February 1st 2025**
- The **rent reference index rises by 1.82% over one year.**

Economic & social news

- Les **groupes du CAC40 n'ont jamais été aussi généreux avec leurs actionnaires.**
- **Chine :** l'âge légal de la **retraite** pour les hommes **sera porté à 63 ans**, contre 60 ans actuellement.
- **Retraites :** il n'y a pas de mesure magique, [il n'y a que des arbitrages.](#)
- **Titres-restaurant :** la liste des produits pouvant être achetés [évolue à partir du 23 janvier 2025.](#)
- **PERE, PERO, PERECO :** baisse du montant des rentes viagères pour les **hommes (-5%)** et augmentation pour les **femmes (+7%)** en application, [dès 2025, d'une nouvelle table de mortalité assurantielle](#) mixte.

Find out more

- Et si on apprenait [à télétravailler plutôt que d'y renoncer ?](#)
- Son **addiction** au travail [a failli lui coûter la vie.](#)
- L'**ancienneté** peut-elle [justifier une différence de salaire ?](#)

Keep in mind !

- A new [psychological support process](#) is available to all, **complementing the support offered by Mutuelle MESE.**
- The **large family card** is also available [to blended families with 3 or more children](#). It offers a wide range of discounts, including on supermarkets, holidays and restaurants. Ask for it

Your CFTC representatives :

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