

2025

The Employees' Guide at Schneider Electric

English



Partner
of your Professional Life

Summary

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Good reasons to meet with your trade union representatives



we listen to you, we represent you, we defend you.

Our mission

Get in touch!

Meet your elected union representatives or CFTC members to discuss individual problems or problems that affect others too.

We're here to talk with you about your everyday life at work.

You choose how confidential you want our discussions to be.

We promise to:

- advise you of all the possible solutions,
- contact other bodies to find solutions.

Contact us

☎ 06.89.95.69.51

✉ cftc.se@cftc-schneider.fr

Find your local contact

See page 32

Negotiate

group and company collective agreements

Unions negotiate with management about decisions they propose. This is the case for topics not covered in the sector agreement, such as salaries, skill management, training, mobility and gender equality.

Influence

in the representative bodies

Both employees and management can suggest topics for discussion, such as strategy, company reorganisation, investments and company acquisition. Discussions are held at several levels:

- the overall group: SEI, SEF and all French subsidiaries: group committee
- all SEI and SEF units, known as "social and economic" units (UES): central social and economic committee (CSE)
- each site or group of sites: social and economic committee (CSE)
- each site: occupational health, safety and conditions committee (CSSCT).

Organise

social events and cultural activities independently of management (former works council responsibilities)

- Decisions are voted by the majority.
- The budget is allocated by management and is a % of the total payroll.
- Events and activities are organised by various committees focused on a theme such as recreational activities, culture or holidays. Members and employees are welcome to join the committees.

Participate

in joint supervisory committees (CPS)

Employees nominated by the unions and members of management supervise subjects managed by external bodies:

- investment of savings and retirement funds,
- private complementary health insurance and life and disability insurance.



Organizing my working life

The Annual Performance Review (EAP)

The new evaluation process

- Employee performance is now assessed on 3 criteria with a scale of 3, instead of 4 previously.

The result determines the calculation of the performance bonus for eligible employees (% of your STIP).

Individual achievements (maximum 4 or 5 objectives)

- These objectives must be personal, quantifiable and achievable within the set time frame. They can be changed. In that case, don't forget to update TalentLink. For example, if a project is cancelled, the objective has to be deleted.

Contribution to the overall success

- Your colleagues and line managers assess how you support your colleagues' ideas and team work which contributes to Schneider Electric's overall success.
- Discuss this with your manager to be sure you understand and express this in a clear and concrete objective.

Conduct

- The values for conduct are represented by the word IMPACT: Inclusion, Mastery, Purpose, Action, Curiosity and Teamwork.

According to law, your annual performance review can be conducted in French. If you are not sufficiently comfortable in English, you have the right to ask for your review in French.

Our recommendations

- Check in with your manager** at any time. You don't have to wait for your annual performance review. For example: Have a face-to-face with your manager halfway through the year to discuss your progress towards your objectives and revise them if necessary.
 - Preparing for you interview** (TalentLink tool). Take the time to present concrete examples of your accomplishments. Seek advice from the people you have worked with.
 - Argue your case.** Objectify your results qualitatively and quantitatively, including those related to behaviour. If an objective is not achieved, recall the unfavourable context, emphasize the time spent and your efforts, or even negotiate the removal of this objective. Be precise and explain yourself. This will be taken into account if there is a problem in the future.
 - Negotiate your salary** and (if applicable) the personal components of your STIP. Argue on the basis of your results and a potential wage gap.
 - Don't leave your EAP without understanding the appraisal.** In the event of disagreement, use your right to reply in writing afterwards in the TalentLink form.
- Keep a PDF version of all your interviews.

3 criteria	3-level scale		
	Work in progress	Stable	Excellent
Individual achievements Team	Developing skills and conduct required for contributing to the overall success of the team, business, and customers. Developing the skills and behaviors required to bring to the team, business and customers.	Stable contribution to the team, business or customers: some objectives are partially met and others are exceeded.	Excellent impact on the success of the team, the business and customers. Results reflect the ambitious objectives and almost always exceed expectations.
Contribution to overall success Sharing, taking initiatives, giving credit, etc.	Needs additional support to meet job requirements They need supplemental support to navigate expectations of the job	Supports and builds on the ideas of colleagues for achievement as a team	Constantly helps others generate and realise new ideas with exponential positive impact for the team, business or customers.
Conduct reflects the company's values	Coaching and feedback via regular constructive discussion to improve reflection of Schneider Electric's values	<ul style="list-style-type: none"> Reflects the Schneider Electric's values. Individual responsibility, team motivation Uses judgement to overcome obstacles 	<ul style="list-style-type: none"> Promotes company values Assumes responsibilities and all the details Anticipates future challenges



Organizing my working life

Salary range

according to the rating of your position

Your salary range

- To compare your salary level, [Download the jobmeter](#) (Excel file) and enter:
 - your category (executive/non-executive)
 - your job group or grade
 - your gross monthly salary
 - your STIP target %/ SIP if applicable
- Your remuneration is automatically compared to market standards to give you arguments to use during your review.
- In the event of a significant wage gap (compa-ratio to 0.9), ask your hierarchy for a catch-up.
- Target a position with a higher grade or position group as part as your professional development, to help sustained wage increases. Negotiate your increase before changing your position.



Information about your rank or position in the group is available on request from your manager or your HRBP.

Returning from maternity/adoption leave: ask for a pay review within the year, in accordance with [the gender equality group agreement](#).

Your level of responsibility

- It is characterised by a position group or a grade in which you should be placed.

Your salary

- The more you master your job, the more your salary must increase towards the top of the range.

The minimum conventional salary

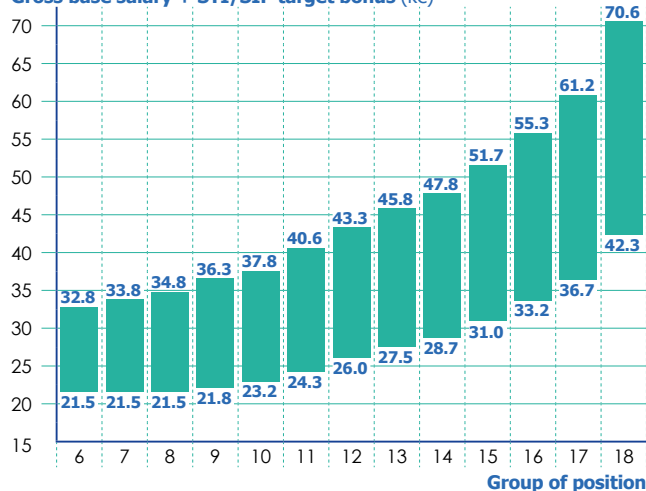
- On [CFIC website](#) you will find the minimum wage scales according to the collective agreement for the metallurgy industry.

Salary range 2024

- All sectors, all functions

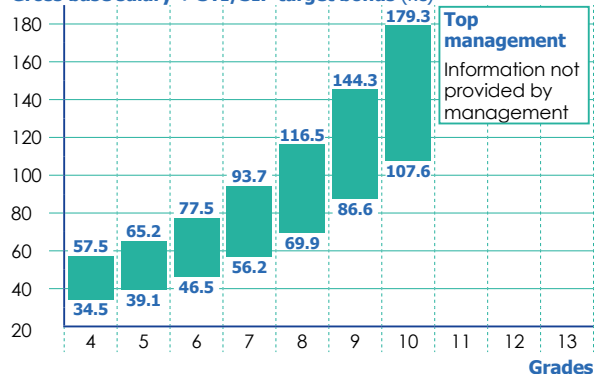
Non Executive

Gross base salary + STI/SIP target bonus (k€)



Executive

Gross base salary + STI/SIP target bonus (k€)



Organizing my working life

Professional training

Professional training helps employees take control of their career:

- either by progressing within the company,
- or by realising personal projects outside work or planning a career change.

Discuss your project

With your manager or HRBP during your professional interview

- 4 themes are discussed during your professional interview:
 - a review of your performance and your situation
 - your skills
 - your project
 - support that could be provided for your project within the company.

A professional interview must be conducted every 2 years.

It is also compulsory when returning from: maternity or parental leave, sick leave over 6 months, a long part-time period, a professional assignment, change in the organisation that impacts the employee and secondment.

With a career adviser

- The procedure is free and confidential.
- The professional interview is not a skills assessment. The aim is to analyse the employee's individual situation, guide them, and provide them with support for their project.

Make an appointment:
<https://mon-cep.org#trouver>

Test in the field to define your project!

All employees aiming for mobility or retraining can participate in the **"live my life programme"** or a period of **observation** between 1 and 5 days.

Plan your training programme (with or without Schneider Electric)

Job training for Schneider Electric employees working in France

- Consult all the training available to Schneider Electric employees on My LearningLink.
- The training managers based in France select the programmes and prepare a [catalogue for download](#).



- The e-learning, distance learning and face-to-face courses are categorised by theme:
 - management and leadership
 - digital
 - project management
 - professional efficiency
 - social and environmental responsibility
 - human resources
 - sales and marketing
 - technical skills and R&D
 - health and safety
 - the global supply chain

Simply enter FRA* in the browser of My LearningLink to find most of the specific courses for France (excluding Health and Production).

To find training by function, BU and country, use the menu ☰ at the top right.

- **New in 2024** : some employees have access to the Coursera platform via My LearningLink. Coursera offers internationally recognised online training.



Organizing my working life

Professional training (continued)

Choose your training

Training financed by my CPF personal training account (Compte Personnel de Formation)



A wide range of training is available. You can train:

- **with Schneider Electric's approval:**

it will then be co-financed by the company and the employee's CPF training account and can be carried out during working hours.

- **independently:**

the employee uses their CPF training account to finance their training. In this case, the training is followed outside working hours or during unpaid working hours.

Since 2 May 2024, employees who use their CPF independently are requested to pay €100.

- Your CPF training account is credited with:
 - €500 per year with a limit of €5,000
 - €800 per year for CAP/BEP employees and for Disabled Worker (RQTH) with a limit of €8,000

Certification and diploma courses

Only courses that contribute to the employee's career or for retraining within the company are eligible.

- There are several options:
 - going back to school
 - promotion via a work-study course (Pro-A)
 - validation of prior learning and experience (VAE)
- In these cases, training is partially or entirely funded by Schneider Electric. Get in touch with your manager or HRBP.

Exception for employees who went from **non-executive** (non-cadre) to **executive** (cadre) status due to the new Schneider Electric collective agreement.

- The "engineering up" process has been cancelled but Schneider Electric is committed to training employees to help them keep their jobs and to consolidate their professional development.
- Employees with sufficient motivation and the ability to invest long term may benefit from certification and diploma courses.

Buying or starting a business

There is a special programme to help you: [SIE \(Schneider Initiatives\)](#).



Pass Solidaire Carrière

Engagement with an association that reflects the group's social responsibility.

- Approval by the manager and HRBP of the project and the cost of continued payment of the salary by the employee's department
- At least 3 years of seniority
- At least 6 months full time
- Employees can benefit from up to 2 Pass Solidaires in their career, with intervals of at least
- 10 years

Organizing my working life

Work medals

The procedure

- Make your request to the Administration via the government website demarches-simplifiees.fr
- Complete the online form.
- Open a ticket via support@schneider to obtain the employer's certificate or tel 01 70 48 88 88.
- As soon as you receive it, complete your application online. You will also need to attach the pdf of your identity card.
- Follow the progress of your application via the website "demarches-simplifiees.fr".
- As soon as you receive the certificate in your mailbox, forward it via the open ticket (compulsory for the awarding of the bonus).
- If you have asked for the medal to be made, the request must be received before 20 September.

SIRET number to be taken into account to set up the medal form is the one indicated on your pay slip.

Submitting your application

- Complete the formalities on the website demarches-simplifiees.fr as soon as possible after the anniversary date of the year in question by the medal (please note that the processing time by the prefecture is very variable).
- Receipt of this diploma will trigger the payment process at Schneider (December payroll)
- Please note that the diploma is sometimes sent directly to your employer: validate your HRBP receipt with a support@schneider ticket.

The process

Who can apply for a medal certificate?

- The employee him/herself
- The manager for a member of his team
- Any member of the HRBP (if your job code starts with H)

When is the bonus paid?

- You will receive the bonus from the company in the December payroll.

Bonus table, SEI-SEF scope

For subsidiaries, refer to local agreements.

Scale	Working Years	Premium	
		if career exclusive at Schneider Electric	per full year at Schneider Electric
Argent (Silver)	20	€426	€21.30
Vermeil (Vermillion)	30	€636	€21.20
Or (Gold)	35	€848	€24.20
Grand Or (Great Gold)	40	€1,059	€26.50

Is there a ceremony being organized?

- The work medal ceremonies are organised during the period from November to February depending on the organisation of the sites.



Organizing my working life

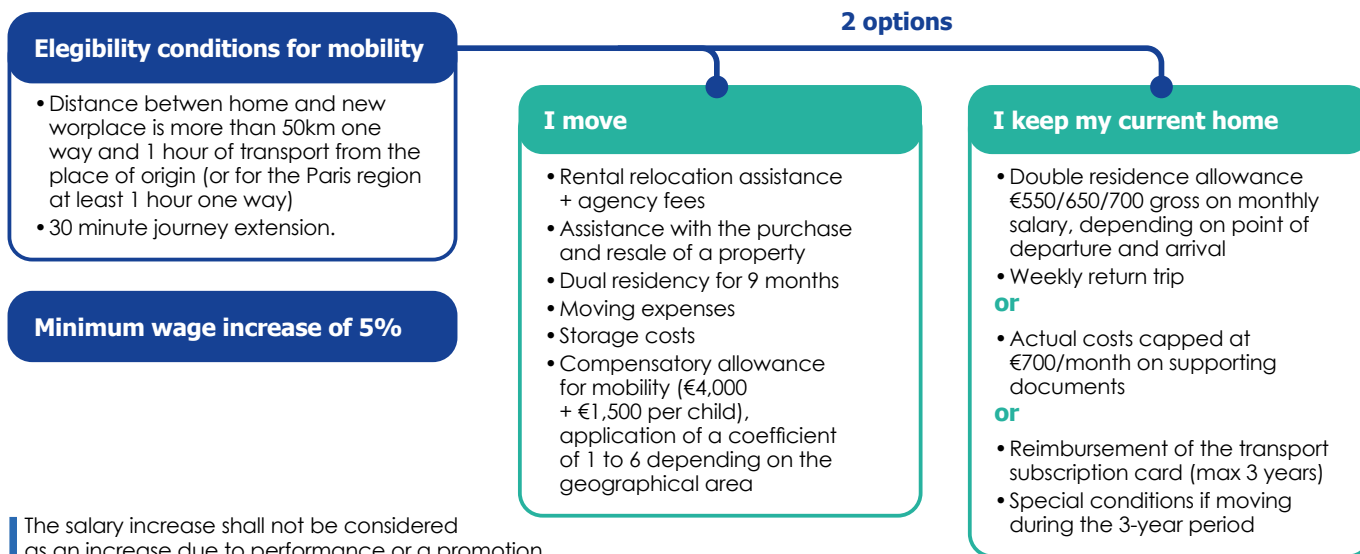
Mobility

What is mobility?

Mobility is a professional and/or geographical transfer constituted by a change of assignment within the Schneider Electric Group.

- A development factor (except for personal requests), with a possible change of profession in another entity of the group.
- An evolution of your remuneration with possibilities of support for your family.

Options depending on my travel time



Organizing my working life

Working from home

How to apply?

- Fill in the application form accessible via support@schneider
 - Talk to your manager during a formal interview.
 - The response period is max 1 month; after this period, your request will be considered as accepted.
- A refusal must be motivated and be made in consultation with HRBP.
- Acceptance is valid for 1 year and is tacitly renewed.

What are the constraints?

- When working from home, you must remain available during normal working hours.
- The teleworker and the manager must ensure that the daily and weekly maximum working hours and the mandatory rest periods are respected.
- They must respect the time slots to maintain the balance between personal and professional life.
- The manager can impose the terms and conditions for taking teleworking days.
 - Update your personal details in TalentLink to enable emergency services to intervene in the event of an emergency at your teleworking location.
 - Fill in your address in PayLink when you declare your telework, if different from your usual address.

Working from home is not authorised abroad.

Protocol in case of emergency/health problem with teleworker

The person is aware and able to call for help

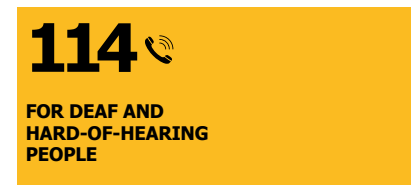
- Guide him in these steps (SAMU 15) and in parallel ask him his address and his phone number.

The person is unconscious

- Call for help.
- If you don't know the person's address, contact support@schneider or your manager, HPRB to obtain it and guide the rescue teams.

In any case

- Inform the manager of the incident.



Organizing my working life

Working from home (continued)

Conditions according to your position

Sedentary employees

	Tertiary sites	Production or Logistic
Eligibility	Sedentary employees	
Scope	Employees with CDI/CDD contract, alternants and trainees (prorata temporis)	
Nb of days	8 days per month + 10 days max per year	2 days maximum per week + 10 days max per year
Split	Fractionable 0,5 days	
Prevenance	24 hours to be declared in PayLink	
Financial participation	€2 for a full day, €1 for 1/2 day, max €168 per year Enregistrement dans PayLink pour déclencher l'indemnisation Transfer to next month's payroll	
Equipment	Chair, headphone, screen, mouse, keyboard kit	
Possible locations	France + DROM COM. Forbidden from abroad	

Nomad and semi-nomad employee (eligible to VLLD policy)

	Sale forces	Semi-nomad	Technical nomad employee
Eligibility	Jobcode S	Jobcode D	Jobcode DDT 3,4 and 5
Scope	Employees with CDI/CDD contract		
Nb of days	2 days per week in average		
Split	Non applicable		
Prevenance	No minimum notice period		
Financial participation	€360 max per year for 2 days of home office work	€168 max per year (€2 for a full day, €1 for 1/2 day)	€48 max per year for 2 days of home office work per month in average
	Payment beginning of the year on justification		
Equipment	Chair, headphone, screen, mouse, keyboard kit, printer and ink	Chair, headphone, screen, mouse, keyboard kit	NA
Possible locations	Only from home		

Organizing my working life

Leave and absences

Paid leave (CP)

- Vesting period from June 1st to May 31 : 2.5 working days/month.
- Paid holiday entitlement can be taken as soon as it is accrued, contact your HRBP.

Legal obligation to take 12 consecutive working days between May 1st and October 31.

Non-executive

Employee's age	-	< 44 years				> 45 years		
Seniority	< 2	2-14	15-19	20-29	30 et +	2-19	20-29	30 et +
CP (days)	25	26	27	28	29	27	28	29

Executive

Employee's age	-	< 35 years		35 to 54 y	> 55 years	
Seniority	< 1	1	2 et +	2 et +	2-19	20 et +
CP (days)	25	27	27	28	28	29

Nota : these conditions do not apply to IGE.

Special cases

In the event of a shift in paid leave already validated, imposed by the company within one month before departure:

- 1st week shifted = 2 additional days of CP days, plus 1 day per additional week shifted: 5 days maximum of compensation.
- Expenses incurred before the announcement of the delay reimbursed on presentation of receipts.

If an employee, on leave is recalled at the company's request:

- 2 additional days off, with expenses incurred by the recall reimbursed on documentary evidence..

Holiday pay accrued during sick leave

- Accrual: 2 days of paid leave per month (valid at 24 April 2024) up to 24 days per year (except sick leave for occupational disease: up to 30 days).
- Deadline for postponement of paid leave: 15 months from the employee's return.
- Retroactive to 1/9/2009: claims must be made before 24/4/26. Only applicable for periods over 1 year.
- Only employees no longer employed (resigned, retired, etc.) between 24/4/2021 and 24/4/2024 may make a legal claim for compensation for holiday leave.

Events

- Pro-rata allocation to the number of days worked.
- Employees on shift 2 days per week have 2/5 of the days rounded up.

Événements exceptionnels		Duration of absence (in business days)
Weddings or pacs of employee of a Child		7 calendar days
Death child ⁽¹⁾ dependent under 25 years or child himself parent		14 days split + 8 days of split bereavement leave managed by CPAM. Schneider complements CPAM's IJ
	child over 25 years	12 days
	spouse (Married spouse, partner of pacs, cohabiting partner)	5 days
	father or mother	5 days
	brother or sister, grandparent or grandchild, step-parent	3 days
	brother-in-law/sister-in-law, son-in-law, daughter-in-law	3 days
	less close relative (aunt, uncle, nephew, niece, cousin)	Funeral day
	Birth leave/adoption for the spouse/partner of the mother	3 days
	Announcement of a child disability	5 days
	Specific situation (fire, robbery...)	1 day (for SEI and SEF)
Community involvement		
	Missions within associations supported by the Schneider Foundation	20 h per year

(1) Protection against potential dismissal for 13 weeks following the death of a child (law n°2020-692 of June 8th, of 2020)

JRTT

Vesting period: January 1st to December 31		Category of JRTT			Total
		bridge day	JRTT	others	
SEI-SEF	Non-executive	3	4 AANC	11	18
	Executive	3	5 forfait	11	19
	Shift employee	refer to local agreements			
Subsidiaries		refer to local agreements			
Top management (package)		3	5	0	8



Organizing my working life

Parenthood

Events	Duration of absence	
Maternity	Extended maternity leave	CPAM maternity leave + 4 additional consecutive weeks paid at 100 %, (or 1 day/week over 5 months)
	Part-time following maternity/adoption/ paternity leave	<ul style="list-style-type: none"> • Possibility of part-time work at 80 % paid at 90 % for 6 months (to be taken before the child's 3rd birthday). • Possibility of contributing on a full-time basis pension plan (provided the employee pays his or her own share) • Salary impact: -10 % in remuneration
	Paid absence for examinations/treatment related to birth or procreation	<ul style="list-style-type: none"> • Duration according to medical advice • Concerns mandatory medical surveillance appointments • Parent 2 benefit from 3 absences
Paternity or childcare	For any person sharing the employee's home with an engaged life-threatening condition, or serious/incurable illness in the advanced phase	<ul style="list-style-type: none"> • 25 calendar days (32 days for multiple birth) • Schneider supplements the Daily Allowances of CPAM • The first 4 days are mandatory and must follow the leave of birth. The remaining days can be split, up to a limit of 6 months after birth.
	Additional quarters for children for retirement	<ul style="list-style-type: none"> • 6 quarters per child for the mother + 2 trimesters per child to be allocated by choice between the parents • The request must be made when the child is aged between 4 and 4.5 years
Hospitalization of a child	Immediately after birth	2 to 30 days max
	Under 16 years	5 days max per calendar year, splitable
Disease / disability	Sick child ≤ 16 years old	<ul style="list-style-type: none"> • 4 days max per calendar year (paid at 50 %) • 5 days if the child is less than 1 year or if the employee is responsible for at least 3 children under 16
	Disabled children	Special leave for regular medical check-ups
Schooling (SEI-SEF agreement)	First day of school year child, child ≤ 12 years old	2 hours (1/2 day for those working according to contract by days rather than hours)
Additional paid leave (SEI-SEF agreement)	Leave per dependent child aged under 16 (parent 1 and 2)	<ul style="list-style-type: none"> • 1 day per year per child For employees who already have 2 days per child, extension until 31 May 2027 • 2 days per year and per child for single-parent family

Organizing my working life

Helping situations

Needs	System	Duration	Salary impact	Validation
Time	Therapeutic learning leave in the event of the announcement of a disability or chronic pathology for a child	5 days	None	HRBP
	Hospitalisation of a child immediately after birth	2 to 30 days max	None	Payroll specialist
	Childcare leave when caring for a dependent child aged under 20 which obliges the employee to temporarily stop working or reduce their working hours	maximum 310 days over 3 years (half days possible) Renewable	Yes, with no additional compensation paid by Schneider Electric	Request to be made to the manager 15 days in advance
	Assistance to support someone close to you medical appointments (including caregivers)	2 half-days	None	Manager, then typed by the payroll specialist
	Leave for caregivers (AJPA, Caregiver's Daily Allowance, CAF) to help a loved one suffering from a serious illness, a disability, the victim of an accident or in a situation of dependency. 1 time max in the employee's career	3 months max, renewable 1 time Splittable	Schneider gives a supplement of €40 per day during a maximum of 66 days	PayLink, Manager validation
	Family solidarity leave (AJAP, Daily Accompanying Allowance, CPAM) to accompany a loved one sharing the employee's home, at the end of their life or with a critical prognosis	3 months max, renewable 1 time Splittable	Schneider gives a supplement of €40 per day during a maximum of 22 days	PayLink, Manager validation
	Global Family Leave Policy for emergencies or critical situations	2 weeks (10 days) per year, not necessarily consecutive Renewable each year	None	Special support committee comprising the inclusion team and social workers
	Donate days between employees for caregivers in the same legal entity as the donor	Max 5 days per year	None	HRBP
Flexibility	Working from home with special conditions Adjustment to working hours	Case by case	Not necessarily	Manager and HRBP
Financial	Early release of the PEG as a caregiver	NA	NA	BNP Paribas
	Social benefits MESE, Klesia, AGIRC ARRCO, to complement for the difference payable and be able to continue treatment	NA	NA	Social committees
Information, support, exchanges, respite, home support	Site social worker, CLIC, Ma Boussole Aidant, specialised associations, MESE via IMA, Klesia, AGIRC ARRCO, Baluchonnage, CCAS, Via Trajectoire, etc.	Consult organisation websites		

The type of assistance depends on the relationship to the person needing care: dependent child, living under the same roof, ascendant, descendant, brother, sister, friend, in-law, cousin, uncle, nephew, etc.



Dealing with the unexpected

Protection of employees

Victims of violence

Schneider is committed to take action

- For ensuring his safety, any employees who is subjected to family or domestic violence can be moved to another Schneider Electric site (removal of the violence spouse).
- Make request to the occupational doctor at your site or HRBP.



Therapeutic Part-Time (TPT)

Return to part-time work for therapeutic reasons following illness or accident at work

- Return to part-time work for therapeutic reasons after:
 - illness,
 - a workplace accident
 - occupational disease.
- Return to work is prescribed by the referring doctor who determines the best way to return to work.
- Therapeutic Part-Time setting up does not necessarily follow a period off work.

The duration of the Therapeutic Part-Time is a maximum of 1 year.

- When the referring doctor has provided the prescription:
 - the employer prepares a certificate indicating their agreement in principle that the employee returns to work, the nature of the job, and the salary,
 - The occupational doctor receives the employee for a consultation, prepares a health certificate or a certificate for follow-up according to the referring doctor's recommendation.
- The CPAM healthcare system informs the employee of their decision, advised by the medical committee, to accept or refuse to pay daily allowances (IJ) by registered letter.

Supplementary daily allowances are paid by the CPAM for part-time salaries and the difference is paid by the CPAM and supplemented by Schneider Electric.

The calculation of daily allowances paid for a part-time return to work for therapeutic reasons are the same for sick leave.

Note: holiday leave entitlement is entered manually for these employees and must be approved by the manager or HRBP.

Network Le RePair

Community of Schneider Electric employees affected by a **chronic illness as patients, ex-patients or caregivers**

- Through listening and discussion, the Schneider Electric Le RePair community supports any employee who expresses the need, whether they are a patient, caregiver, manager or colleague, to co-construct a path to recovery in employment and support the impacted team.
- This peer network, unrelated to the medical circuit, calls on volunteer employees who have experienced the illness and can listen and help with returning to and staying in employment.

Network animation : Cécile Fouassier - LeRepair@se.com



Dealing with the unexpected

Incapacity for work and invalidity

Incapacity for work

Definition

- Physical incapacity is observed by a doctor who prepares a sick leave certificate.
- Sick leave cannot exceed 3 years. After 3 years:
 - either the employee is reinstated,
 - or their incapacity is changed to invalidity (subject to confirmation by the social security system),
 - or the employee is eligible for retirement..

Return to work

- To prevent withdrawal from professional life, the HRBP must contact the employee (after at least 30 days of leave) to help them prepare their return to work.
- The occupational doctor can also contact the employee.

Invalidity

Definition

- The employee is considered invalid when they have a disability that prevents them working or earning by at least two thirds (Art. L341-1 of the Social Security code).
- There are 3 categories of invalidity:
 - Category 1: the employee is capable of paid employment,
 - Category 2: the employee is theoretically incapable of paid employment,
 - Category 3: the employee is incapable of returning to any type of work and their conditions requires help from a third person.

Duration of cover

(for incapacity for work and invalidity)

Seniority	Duration of salary support and % of coverage				
	Non Executive		Executive		
	1 st period	2 nd period	1 st period	2 nd period	3 rd period
	100 % SS + employer	100 % Klesia	100 % SS + employer	50 % SS + employer + 50 % Klesia	100 % Klesia
1 year – 5 years	90 days	up to 62	90 days	90 days	up to 62
5 years – 10 years	120 days		120 days	120 days	
10 years – 15 years	150 days		150 days	150 days	
> 15 years	180 days		180 days	180 days	

The allowance is paid by the social security system

- The social security system pays daily allowances (IJ).
- There is no waiting period for Schneider Electric employees with over 1 year of seniority.
- The basic monthly salary is calculated as follows:
 - the average of 3 gross monthly salaries preceding leave
 - or 12 months for seasonal or discontinuous activity, limited to 1.8 x the minimum wage.

Advise your HRBP of changes in your situation to ensure your file is accurate.

Invalidity allowance

- The social security system pays an invalidity allowance which is calculated depending on the invalidity category.
 - Category 1: 30 % of average basic salary
 - Category 2: 50 % of average basic salary
 - Category 3: 50 % of average basic salary, with an additional third-person allowance (approx. €1,200 per month)
- The basic salary is calculated on the average of the 10 best years of activity (capped at 1 PASS i.e. approx. €46,000).
- While the employee's salary (total or partial) is maintained by the employer, the social security allowances are paid by Schneider Electric, shown on the payslip (subrogation).
- When the employer has finished paying, the social security system pays the allowances directly into the employee's bank account. Klesia pays the difference to reach the full net salary.



Dealing with the unexpected Disabilities

The Recognition as a Disabled Worker (RQTH)

- Measures exist in the group to help persons with disabilities to practice their profession and to evolve in their careers.
- There is no disability, but there are a variety of situations of disability.
- 80 % of disabilities are invisible and 1 in 3 employees has a disability.
- Disability occurs whenever a health problem or accident has an impact on working life.
- A disability situation can be one-time, long-term and/or progressive.
- The Recognition as a Disabled Worker (RQTH) is a **confidential and personal process**.
- RQTH is assigned either temporarily (1 to 10 years) or without a time limit.

This recognition in no way prevents your professional development, it is a commitment of Schneider Electric.

The 6 categories of disability

- **Motor** disability: reduction/loss of motor skills, musculoskeletal disorders (TMS), osteoarthritis, etc.
- **Visual** impairment
- **Hearing** impairment
- **Mental** disability
- **Psychological** disability : personality dysfunction, depression
- **Disabling diseases**: respiratory, digestive diseases, cancer, etc.

Are you concerned?

- If you are concerned, it is in your best interest to initiate a recognition procedure and to inform the service of prevention and/ or occupational health department.
- You do not have to tell your employer about your RQTH, nor do you have to tell your management and your colleagues, unless you want to communicate about your disability so that it can be better considered. Talking about is a way of saying that you can work but you cannot, or can no longer do certain things, or that you need more time, or technical aids or training because of your disability.. RQTH can enable you to adapt your job or to find a new one.



The request is to be made to the [MDPH](#) (Departmental House for People with Disabilities) of your department

Does the RQTH give me any rights?

At Schneider, recognition of your disability status gives you rights:

- 2 half-days of paid leave
- support from a social worker if necessary
- reimbursement of any travel expenses
- medical follow-up and appropriate support
- workstation adaptation with the help of ergonomists (office, chair, automated equipment etc.)
- derogatory teleworking, flexible working hours, therapeutic part-time work, etc.
- a bonus of €300 per year in your personal training account (CPF) up to an annual maximum of €800 and a total maximum of €8,000.

Dealing with the unexpected

Your health with MESE

The different levels of coverage

- **Base** : compulsory membership (employee contribution = 1.23 %)
- **Complementary** : optional membership (Premium or Excellence) with modification period only in October.
- Children : free up to 24 years old (up to 28 if student)
- If you are unable to get an appointment with your regular doctor, an **online medical service** (Ma Question Médicale) is available from 8:00 am to midnight, 7 days per week, via your MESE space. Bank card payments..

Premium (optional)

High-level cover for consultation and hospital fee overruns

Excellence (optional)

Top-level cover for fee overruns, particularly for high fees applied in Paris and the PACA region, orthodontist treatment, dental prosthetics, optometry

Base (compulsory)

Satisfactory basic cover for most employees and their beneficiaries with refunds for standard fees.

Employer participation = 55 %, Employee participation = 45 %

Good habits

- Before a consultation, check to see if the doctor charges extra fees.
- To avoid practitioners adjusting their fees depending on the level of your cover, do not tell them the amounts of your cover.
- Preventative assessment if aged 50 or over by the AGIRC-ARCCO in one of the 18 centres in France www.centreprevention.fr

In the event of sick leave

- Inform your manager and your payroll officer if you are on sick leave within the first 2 days.
- Send your medical certificate:
 - via support@schneider (Telephone: 01 70 48 88 88)
 - In the section: "Demande et dépôt d' attestation > autre"
 - by post to your payroll officer.

Managers are not authorised to contact employees on sick leave regarding work issues.

Contact MESE

☎ 04 76 60 56 36

✉ fr-contact@mese.se.com

🌐 www.mese.fr

- App **MESE et moi**
- Parc Sud Galaxie - 4 Rue de l'Octan bâtiment Alpha - 38130 Échirolles
- Monday to Friday - 8:30 a.m. to 6:30 p.m.

Additional services included in your contract

Social Assistance Fund

financial assistance to members

- Under conditions of resources.
- As not to give up care, so that the "remaining costs" does not put you in financial difficulty,
- or when certain care not covered by the CPAM requires assistance.
- The committee meets twice a month.

Contact

✉ fr-fonds.social@mese.se.com

Assistance

IMA (Inter Mutuelle Assistance)

7 days a week, 24 hours a day

Support

- For employees and their families (spouse, direct ascendants and children) in the event of hospitalisation, maternity, serious illness.

or

if you are a caregiver (home help, delivery of medicines and shopping, delivery of meals, care for children and ascendants, psychological support, repatriation in the event of problems abroad, etc).

Contact

☎ 05 49 16 39 24



Dealing with the unexpected

Pension planning with Klésia

An additional system which takes over in the event of long-term illness, disability or death

Cover	Compensation
notice period: 6 months max.	Calculation based on the total gross remuneration paid during the 3 months prior to the event, multiplied by 4 and increased by ad hoc salary additions
Death of the employee In the event of accidental death , payment of an additional sum from 100 to 270 % + 70 % per dependant child	<ul style="list-style-type: none"> • Enhanced capital + education annuity Sum of guarantees from 290 to 460 % + 120 % per dependant child + 8 % education annuity • Capital + enhanced education annuity Sum of guarantees : 270 % + 70 % per dependant child + 21 % enhanced education annuity • Capital + education annuity + joint annuity Sum of guarantees from 210 to 280 % +70 % per dependant child + 8 % education annuity + 0.5 % of basic salary for spouse's pension
Death of a family member	<ul style="list-style-type: none"> • Spouse 20 % du salaire • Dependent child 200 % du PMSS⁽¹⁾
Funeral expenses of the employee	<ul style="list-style-type: none"> • Reimbursement of expenses 100 % du PMSS⁽¹⁾ A capital of €3,910 is paid on request by Social Security (www.service-public.fr/)
Absolute and Definitive Disability (IAD) (category 3)	• Pension after deduction of the Social Security pension + possibility of early release of the death benefit capital
Disability ≥ 20 % (categories 1 & 2)	• Pension after deduction of the Social Security pension
Incapacity for Work	• Maintenance of the net wage earned

(1) PMSS : monthly social security ceiling

- Remember to update the beneficiaries of these guarantees, particularly in the event of a change in family structure.
- Long-term sick leave : with Prest'IJ automatic transmission of statements between the Assurance Maladie and Klesia, that simplifies the procedures and makes it possible to speed up the time taken to process employee cases.
- Maintaining guarantees in the event of suspension of the employment contract (sabbatical leave, parental education leave, leave to set up a business...), notice period: 1 month max

Additional services included in your contract

Social Assistance Fund
<ul style="list-style-type: none"> • Help for employees in difficult situations faced with significant expenses related to problems of incapacity, disability or dependency.
Contact ☎ 01 58 57 64 00 ✉ aides.individuelescentralisees@klesia.fr

Contact Klésia

☎ 01 71 39 16 30

🌐 www.klesia-schneider-electric-prevoyance.fr

- Klésia Service Prevoyance
65 boulevard Vivier Merle - 69482 Lyon cedex 03
- Monday to Friday - 9 a.m. to 6 p.m.



Klésia website

www.klesia-schneider-electric-prevoyance.fr



Managing my money

Savings Plans PEG, PERECO et PERO

Where can I find information on the different plans?

☎ N° vert (free): 0 800 827 121

🌐 monepargne.ere.bnpparibas

📱 App Mon Epargne Entreprise

Android



iOS



	PEG ou PEE Corporate Savings Plan ou Group Saving Plan
Objectives	Build up abundant savings and tax-exempt, blocked in for 5 years, with the possibility of early release
Funding	Participation and/or Profit-sharing tax-free if invested in PEG/PEE. Voluntary monthly payments from July to December or exceptional payment in December
Contribution	Maximum contribution is €1,404/per year, the first €700 are matched at 100 % regardless of the fund chosen, +€704 abundantly at 50 % on Schneider share fund. Negotiations are underway to review the amount and terms of the contribution level in 2025 The contribution is reserved for employees. Schneider retirees who have kept their PEG can benefit from the -15 % WESOP discount
Management	<ul style="list-style-type: none"> • No entry or exit fees. • Ability to arbitrate between funds in Mon Epargne Entreprise, free of charge
In case of early release	Savings are blocked for 5 years, except: <ul style="list-style-type: none"> • Purchase, extension or energy renovation of the primary residence, • marriage, pacs, birth or adoption, divorce, separation, dissolution of a pacs, • domestic violence, disability, death of spouse/pacs partner, • over-indebtedness, termination of employment contract • purchase of a clean vehicle • caregiver
Exit & taxation	Not taxable on income, but capital gains subject to social security contributions (17.2 %)
Voluntary payment (VV)⁽¹⁾	Not deductible from taxable income
In case of departure	In case of departure (resignation, retirement, etc.) the account can be kept but is subject to management fees (around €35/year)

(1) Voluntary PEG + PERECO payments:
you can contribute up to 25 % of your gross remuneration into your employee savings scheme across all savings plans




PERECO Collective Retirement Savings Plan	PERO Mandatory Company Retirement Savings Plan
Build up abundant savings for retirement, with possibility of early release	Build up savings for retirement, with the possibility of early release
Monetised CET Days Monthly Voluntary Payments: <ul style="list-style-type: none"> July to November or exceptional in December 	Compulsory contributions paid by <ul style="list-style-type: none"> Schneider (1.67 %) yourself (0.50 %) Monetised CET days <ul style="list-style-type: none"> max 10 days/year Voluntary Payments <ul style="list-style-type: none"> at any time
Maximum contribution of €800/year for a payment of €1,309	No matching contribution
No entry fees. Controlled management (by default) or Free Management	
Savings are blocked until retirement, except: <ul style="list-style-type: none"> Purchase of the main residence or rehabilitation after natural disaster, Disability (including children) or death of the employee or spouse/pacs, Over-indebtedness, termination of rights to the ARE (allowance for unemployment), Absence of employment contract for more than 2 years. 	
Exit <ul style="list-style-type: none"> in capital life annuity possible Inheritance if the employee dies before the age of 70 and before the liquidation of the scheme, the capital accumulated in the PERECO will be paid to designated beneficiaries.	Voluntary Payments possible capital outflow Compulsory contributions if annuity > €110/month, compulsory exit in life annuity, otherwise compulsory exit in capital Inheritance in the event of the employee's death before the age of 70 and before liquidation of the scheme, the capital built up in the PERO will be paid to designated beneficiaries
Choice of: deducted from taxable income (within your tax retirement savings limit) and taxed on exit (capital gains taxed on taxed at 12.8 % or on the progressive scale and subject to social security contributions 17.2 %) or not deducted from taxable income	
In case of departure (resignation...) the account is either kept but no longer funded by Schneider or transferred to a similar contract.	

Managing my money

The funds offered and their performance

Depending on the risk accepted and return expected (performances at 08/31/2024)

Funds	Performance		 Risk levels from 1 to 7	PEG	PERECO	PERO
	over 5 years	Since the beginning of 2024				
Schneider Action	+ 232 %	+ 30 %	5	■		
Schneider Monétaire	+ 6 %	+ 3 %	1	■	■	
Schneider Energie Solidaire	- 0 %	+ 3 %	2	■	■	■
Schneider Diversifié	+ 18 %	+ 6 %	3	■	■	
Schneider Dynamique	+ 51 %	+ 15 %	4	■	■	
HSBC EE ISR ⁽¹⁾ Actions Monde E [new]	+ 80 %	+ 14 %	4	■	■	
Schneider Obligataire	+ 2 %	+ 2 %	2		■	
CM-AM Stratégie PME-ETI	NA	+ 3 %	6		■	
Cardif Sécurité	+ 14 %	NC	1			■
Multipar Global Patrimoine	- 7 %	+ 5 %	3			■
Multipar actions PME ETI ISR	- 15 %	- 2 %	4			■
BNPP Easy MSCI USA SRI 5 % Cpd	+ 100 %	+ 11 %	5			■
MS Invest Funds-Global Opp Fund	+ 70 %	+ 17 %	5			■
ComGest Growth Europe opportunities	+ 34 %	+ 5 %	5			■

(1) ISR = SRI (Socially Responsible Investment)



Managing my money

The Time Savings Account (CET)

The terms for storing unused paid leave

Maximum transfer of 5 days per year

- To be made before end of May via PayLink

Total allowed cumulation

- 25 days (doubled to 50 days for employees within 5 years of the legal retirement age).

Valuation of the days

- on the basis of 1/22nd of the gross monthly salary (excluding STIP/SIP variable part), by the end of May and beginning of June.

CET exits

Possible wind up of the CET in the form of capital

- Marriage, pacs, birth or adoption of a third child, divorce, separation, dissolution of a pacs, with custody of at least one child, disability (employee, his/her spouse or partner in pacs, his/her children), death (employee, his/her spouse or partner in pacs), termination of the employment contract, over-indebtedness.

Possibility of using your CET in time, just before retirement

- In order to anticipate end of the working career, the days saved in the CET can be used as CPs, on the condition that they are taken just before retirement.

Other possible uses

- In retirement savings, by transfer (during May on PayLink) of monetised days (max. 10 days per year), with tax exemption, into:
 - the Collective Retirement Savings Plan (PERECO), with a maximum employer matching contribution of €800
 - the Company Retirement Savings Plan (PERO), without an employer matching contribution.
- For remuneration (subject to tax) of days of statutory leave (sabbatical leave, training leave, parental leave, part-time...)
- As remuneration (subject to tax) for a leave of absence prior to retirement or departure.

In all cases, the days used are subject to the current social security charges.

Preparing my departure

Retirement

Retirement at full-rate

Conditions

- Reaching the legal retirement age (except for long careers) **and** having the required number of quarters.
- **or** reach the age of 67.

Retirement is possible as soon as you reach the legal age but with a reduction if the required number of quarters is not reached.



Career statements are available
www.lassuranceretraite.fr

The amount of employees' pensions

- Paid by Social Security and AGIRC-ARRCO, they depend on the contributions paid during your career.

Improve your pension

- Improve your pension with measures provided by Schneider.
- Anticipate the drop in revenue by saving in a PERECO, PERO or time savings account (CET).

Retirement conditions

Year of birth	Number of quarters required ⁽¹⁾	Legal Age required	
		Mini legal age	Long careers ⁽²⁾
1958 to 1960	167	62 years	Progressive introduction of the reform with a legal retirement age between 58 and 63 depending on the age of entry into activity
01/01 to 31/08/1961	168	62 years	
01/09 to 31/12/1961	169	62 years + 3 months	
1962	169	62 years + 6 months	
1963	170	62 years + 9 months	
1964	171	63 years	
1965	172	63 years + 3 months	
1966	172	63 years + 6 months	
1967	172	63 years + 9 months	
1968 and up	172	64 years	

(1) for basic pension (Social Security) at full-rate.

(2) employees who contributed 4 or 5 quarters at the end of the calendar year of their 16 or 18 or 20 or 21 years.

Quarters used for the calculation

Last quarter worked

To ensure it is counted, register for your pension at the beginning of the following quarter i.e. January, April, July or October.

Quarters spent educating children

- for children born before 31/12/2009: 8 per child for the mother,
- for children born after 1/1/2010: 6 per child for the mother plus 2 to be allocated as chosen between the parents, to be requested within 6 months of the child's 4th birthday.

All the means that make up your retirement at schneider Electric

Social Security (SS) Pension	The SS pension is conditional on reaching the legal retirement age (except for long careers). The amount depends on the length of the contribution period (with a full rat, or a possible reduction or increase of 1,25 %/quarter) and the best 25 years of contributions in the career.					■ Mandatory
Supplementary Pension AGIRC-ARRCO	Retirement proportional to the number of points earned over the entire career. Permanent reduction of 1 % per quarter of missing SS contribution.					■ Optional
Additional Products at Schneider Electric	PERO Mandatory retirement Plan	PERECO Collectif Retirement Savings Plan	CET Time Savings Account	ICDR Conventional severance pay	Article 39 Scheme resulting from the withdrawal from the CFC on retirement	■ Reserved for employees leaving Schneider directly
						■ Reserved for employees, born between 1953 and 1978 and working at SEI-SEF as of 31/12/2013



Preparing my departure

Specific arrangements for retirement

Conventional Retirement Indemnity (ICDR)

- Compensation paid in the form of a lump sum upon retirement, or taken in the form of a dispensation from work prior to retirement.
- Amount or duration depending on years of service in the group, as long as you are still an employee at Schneider Electric just before retiring.
- The ICDR gives the right to the payment of profitsharing and participation Requesting a pension settlement from HRBP by indicating the choice of ICDR and specifying the dates, at least 2 months before the start of the ICDR.

The ICDR can be taken in time after reaching the date of full-rate retirement date, in order to benefit from a retirement with surcote.

Possible options for ICDR

Seniority at the time of retirement	Capital (in months of salary)	Duration of exemption from activity ⁽¹⁾		
		Nb of months 100 % paid ⁽¹⁾	SEI-SEF	
			Nb of months paid ⁽¹⁾	Nb of months 60 % paid ⁽¹⁾
2 to 4 years	0.5	0,5	-	1
5 to 9 years	1	1	-	2
10 to 19 years	2	2	-	4
20 to 29 years	3	3	-	6
30 to 34 years	4	4	6 months at 80 %	8
35 to 39 years	5	5	8 months at 75 %	10
40 years +	6	6	10 months at 72 %	12

(1) as a % of the last gross salary + bonus + STIP / SIP

Contract "Article 39"

- Pension paid on retirement to employees meeting the following 3 conditions :
 - have been a potential beneficiary of the former End-of-Career Leave (CFC)
 - at December 31, 2013
 - born between 1953 and 1978
 - be an employee of Schneider at the time of retirement.
- Pension calculated on the basis of the difference in entitlements to the former CFC (frozen on 31/12/2013) and to the ICDR (on the date of retirement), after application of a reduction of 3 % per year between the year of birth and 1953 (see table CFC Entitlements, opposite).

If the assessed annuity is \leq €110/month, the capital should be paid in 1 installment.

Remember to recover it quickly after your departure, because, in the event of the employee's death, the capital is lost.

Procedure for liquidating Article 39

- If you meet the conditions of Article 39, remind your HRBP during the retirement preparation interview.
- Only the HRBP (via the payroll officer) can make the liquidation request. The employee receives a letter from BNP Paribas Cardif within 3 months of their retirement date.

CFC entitlements

Seniority at december 31, 2013	Entitlements
5 to 9 years	2 months
10 to 14 years	4 months
15 to 19 years	6 months
20 to 24 years	8 months
25 to 29 years	10 months
30 to 34 years	12 months
35 to 39 years	13 months
40 years +	14 months



Preparing my departure

Progressive retirement

How does it work?

- Progressive retirement consists of:
 - Reduce activity by working between 40 % and 80 % on a full-time basis, renewable and adaptable each year
 - Receive part of the basic and supplementary pension
 - Continue to contribute for their final retirement.
- Schneider values progressive retirement by contributing (employer + employee share) on a full-time basis **except for executives on a daily basis.**
- Possibility of carrying out a simulation on the site of [l'assurance retraite](#).

Conditions

- To be within 2 years of legal retirement age.
- Acquired at least 150 quarters.
- Obtain the agreement of the employer. Progressive retirement requires an amendment to the employment contract.

The employer may not oppose an employee's request:

- already part-time
- or have a personal hardship prevention account with at least 80 points.

Progressive retirement amount

- Your phased retirement is calculated according to the same formula as your final retirement.
- If you don't have enough quarters yet to qualify for a full-rate pension, your phased retirement is subject to a discount, which cannot exceed 25 %.

Amount of final retirement

- At the time of the claim for settlement, the amount of the retirement pension will be recalculated considering the additional contributions from part-time work.

When you benefit from this scheme you are not obliged to retire at the legal retirement age.



Preparing my departure

The Retirement Solidarity Pass

Eligibility conditions

- Qualify for a full-rate pension within ≤ 24 months with the obligation to retire at the end of the pass.
- Do not exceed the full-rate eligibility date of retirement of the pass period.
- Have at least 3 year's seniority.
- Have a permanent contract.
- Have identified an assignment/project corresponding to their profile with an application validated by the association and have the agreement of their manager.

Terms

- Once all the approvals have been obtained, a release agreement is drawn up between the Group entity concerned (HRBP) and the host association.
- Posted employees continue to benefit from the application of the profit-sharing and participation agreements in force, based on the gross allowances paid to them.
- Employees retain all SE benefits: seniority, leave, company mutual insurance, provident fund ...
- Any STIP/SIP received by the employee is paid at normal due dates and is valued at the target for assignments longer than 8 months.

Conditions

Pass Solidaire Retraite (Solidarity Retirement Pass)

- It's a full-time job within the association for a maximum of 12 renewable months.
- The remuneration is maintained in full.

Part-time Pass Solidaire Retraite

- The employee is made available to the Association for 50 % of his/her working time the other half and/or option transfer of skills.
- Salary maintained:
 - at 100 % for gross annual earnings ≤ 1 Social Security limit
 - at 80 % for gross annual earnings ≤ 2 Social Security limits
 - at 70 % salary for gross annual earnings > 2 Social Security limits

At the employee's request, pension contributions to the basic and supplementary schemes may be maintained on the basis of full-time work.

- Le Pass Solidaire and ICDR: the employee can request payment of their ICDR 2 months prior to the Pass Solidaire entry date if they prefer. They benefit from a deposit of 40 % of their ICDR before entering the plan which enables them to compensate for the drop in income due to the new part-time salary.

Preparing my departure

End of the employment contract

	Definition	Notice period
Contractual termination departure on the basis of mutual agreement between employee and employer	<ul style="list-style-type: none"> It allows the employer and the employee on a open-ended contract (CDI) to come to a mutual agreement on the conditions for the termination of the employment contract between them. It is possible under conditions and compensation. A termination agreement must be drawn up. It must be validated by the DREETS. 	<ul style="list-style-type: none"> No notice period but departure date according to negotiation.
Resignation	<ul style="list-style-type: none"> Allows you to terminate your permanent contract (CDI) on your own initiative. The departure date is linked to the notice period.. <p>Abandoning one's post is no longer considered a resignation, so it is not covered by unemployment insurance and, above all, it is impossible to work in another company.</p>	<ul style="list-style-type: none"> The length of notice depends on the job group: 2 calendar weeks for A and B, 1 month for C, 2 months for D and E, 3 months for F to I. Note: the employer can decide to exempt you from giving notice. Taking paid holiday during the notice period pushes out the end date.
Dismissal for inadequacy/ professional incompetence	<ul style="list-style-type: none"> The employer can invoke this reason to dismiss an employee who has not been able to carry out his task as stipulated in the employment contract (incompetence, professional unsuitability, errors, failures, disorganisation, insufficient or unusable work, lack of qualifications despite the employer's training efforts, etc.). Minimum 8 months of uninterrupted seniority. 	<ul style="list-style-type: none"> The length of notice (1 to 3 months and up to 6 months for executives) depends on the job group, employee seniority and age. Note: the employer can decide to exempt you from giving notice. Taking paid holiday during the notice period pushes out the end date.
Dismissal for incapacity physical or mental	<ul style="list-style-type: none"> The employer does not have the right to dismiss an employee who has an accident/illness and who can no longer fulfil their role without having first tried to modify/adapt their role according to the recommendations of the occupational physician. In some cases, it may be important to start the disability recognition process (see the Klesia insurance policy) 	<ul style="list-style-type: none"> No
Dismissal for misconduct / gross misconduct	<ul style="list-style-type: none"> The employee's departure is immediate, without the possibility of executing the notice period or paying compensation (unjustified absences or abandonment of post, indiscipline, refusal to execute a task provided for in the contract, harassment, violence, insults, theft in the company, drunkenness in the workplace, etc.). If the acts committed reflect a desire to harm the company and result in damage, the company may also claim damages from the dismissed employee. 	<ul style="list-style-type: none"> No possibility of working the notice period. Not paid for it.
End of contract to take retirement	<ul style="list-style-type: none"> An employee can decide to retire once he or she has reached the legal age. This voluntary departure is equivalent to a breach of the employment contract on the employee's initiative, but does not constitute a resignation or a conventional termination of contract. 	<ul style="list-style-type: none"> Contact HRBP at least 6 months beforehand to finalise your departure and at least 2 months before taking an ICDR in time. Update your retirement file 12 months before.



Redundancy Legal Redundancy Payment (ILL) Conventional Redundancy Payment (ICL)	Tax and social security regime of the indemnity 2024 PASS value: €46,368	Return for Employment Allowance ARE = former allowance for unemployment
<ul style="list-style-type: none"> • At least equivalent to the more advantageous of ILL or ICL. • Employee can negotiate additional compensation with the employer • The employee receives the holiday pay (CPs), if he/she has not taken all the holidays earned at the date of termination of the contract. 	<ul style="list-style-type: none"> • Tax-exempt up to the limit of the legal or contractual indemnity or 2 years' salary (or 50 % of the total indemnity) up to 6 PASS. • Exempt from social security contributions up to 2 PASS. 	<ul style="list-style-type: none"> • The employee is entitled to the ARE. • Waiting period depending on the amount of the supra-legal severance pay received and the paid holidays. • MESE portability ⁽¹⁾
<ul style="list-style-type: none"> • No ILL (no severance pay) • Payment of untaken holiday days (CPs). 	<ul style="list-style-type: none"> • Compensation of notice period, payment of CPs, non-competition indemnity are subject to income tax. 	<ul style="list-style-type: none"> • Except in special cases, resignation does not entitle you to receive ARE • No portability from the MESE
<ul style="list-style-type: none"> • The employee receives ILL or ICL • Payment of untaken CPs. 	<ul style="list-style-type: none"> • Tax-exempt up to the limit of the legal or contractual indemnity or 2 years' salary (or 50 % of the total indemnity) up to 6 PASS and exempt from social security contributions up to 2 PASS 	<ul style="list-style-type: none"> • The employee is entitled to the ARE. • Waiting period depending on the amount of the suprallegal severance pay received and the paid holidays. • MESE portability ⁽¹⁾
<ul style="list-style-type: none"> • The employee receives ILL or ICL. • Special compensation if the physical unfitness is of professional origin (accident at work/occupational disease). • The amount of the special compensation is at least equal to double the legal redundancy compensation without any seniority condition. 	<ul style="list-style-type: none"> • Exempt from income tax if the incapacity is of professional origin. 	<ul style="list-style-type: none"> • The employee is entitled to the ARE. • MESE portability ⁽¹⁾
<ul style="list-style-type: none"> • No severance pay. • Payment of untaken CPs. 	<ul style="list-style-type: none"> • The payment of CPs is subject to income tax. 	<ul style="list-style-type: none"> • The employee is entitled to the ARE. • MESE portability ⁽¹⁾ except if the dismissal is due to a gross misconduct
<ul style="list-style-type: none"> • Retirement indemnities, provided that the pension is liquidated: ICDR (Capital or Annuity) and for some Article 39 (see page 25) 	<ul style="list-style-type: none"> • Subjected to income tax. 	<ul style="list-style-type: none"> • The employee is entitled to the ARE.

(1) On proof of support from unemployment insurance (max. 1 year)

Discover the CFTC

Who are we?

The CFTC is one of the 5 representative trade union organisations at national level.

This status of the CFTC enables it to act significantly in the various institutions of the Republic, including the Ministry of Labour.

CFTC participates actively in the management of parity organizations⁽¹⁾

For example, CFTC is involved in the management such as social security, unemployment insurance, professional training, retirement, etc.

(1) Employers and employees are equally represented and manage, by "political" decision, the direction and use of contributions..

Open to all

- The CFTC union takes care of **all their employees** the same way, whatever their role - operators, executives, work-study students, interns etc.
- The union was founded over 100 years ago.

Ethical

- The values of the CFTC are **solidarity**, **respect** for others, social justice, tolerance and **secularism**.

Independent

- CFTC operates independently from all political parties, pressure groups and management.
- They are inspired by the principles of Christian social morality, unlike other unions which focus on class struggle.
- The CFTC is a **reformist union** that favours social construction.



A trade union is an organization that defends the material and moral interests of employees.

It is represented at the workplace by company trade union sections, some of whose members are elected and represent the employees in the meetings of the CSE (Social and Economic Committee).



CFTC, The constructive union

We are there for you, at work and in your daily life, for training, retirement, employment, housing, family. We negotiate for you to defend your rights.



Mediator

- The CFTC favours **negotiation** and social dialogue for signing agreements for reconciling social and economic performance.
- The CFTC also uses confrontation when necessary.

Innovative

- The CFTC has a **positive approach** to union action, looking for new solutions to individual and company issues, constantly defending employees with the underlying aim to preserve a quality, healthy environment where every staff member can grow.

Conquering

- The influence of the CFTC has been growing over the last few years at Schneider Electric.
- Thanks to your votes, the CFTC is currently the second organisation in the SEI-SEF and can now legitimately represent all employees.

Listening

- Recognition for the CFTC's action in the field, working with employees, is unanimous.
- Your CFTC representatives are always there for you, listening to your needs:
 - guiding you for procedures,
 - advising you for professional choices,
 - providing pertinent tools and analysis,
 - representing you in the various bodies.

Active

Your CFTC representatives:


- watches out for your occupational health and working conditions,
- are consulted when changes are made to the company's organisation,
- negotiate collective agreements with management,
- manage or co-manage social and cultural activities for the works council (CSE),
- participate in joint supervisory committees for issues such as complementary private health insurance, life and disability insurance, and retirement,
- represent you in the labour courts and social bodies such as social security, the CAF for family benefits, etc.

Join us

to take action in your professional life and participate in social dialogue

Choose how much you want to engage

depending on your aspirations and your professional and personal constraints

 06 89 95 69 51

 cftc.se@cftc-schneider.fr

 www.cftc-schneider.com



Discover the CFTC

Your CFTC contacts

Group coordinators

- **Sylvie RESTANI** : 06 89 95 69 50
- Xavier MERLINI (assistant): 06 43 83 62 20

Central Trade Union Delegation

- **François SOENEN** : 06 89 95 69 51
- Ludovic LAMBERT (assistant): 06 77 36 39 17



Subsidiaries

CEV				
Privas	BONHOMME	Jimmy	✉	04 87 08 00 15
	GAILLARD	Lionel	✉	04 87 08 00 11
	MUNOZ	Sophie	✉	04 87 08 00 44
France Transfo				
Ennery Mézières	LAMORLETTE	Franck	✉	06 10 60 86 74
SA3I				
Thiais	DEWANDEL	Damien	✉	06 70 82 03 37
	LEMAIRE	Corinne	✉	06 33 13 94 77
	MARTINS	Philippe	✉	06 07 79 63 33
Aix en Provence	DA SILVA	Jose	✉	06 77 04 49 88
IGE				
Colomiers	BOEKHORST	Maxime	✉	06 03 41 71 97
	COLIN	Christian	✉	06 84 95 62 36
Colombes	BIANIC	Ludovic	✉	07 86 75 63 11
	PALCOUX	Théodore	✉	06 30 47 37 58



SEI / SEF

Paris Region and ACS (Agences Commerciales & Services)					
Le Hive	GATEAUD-PELTIER	Catherine	☒	06 83 84 10 08	
	MERLINI	Xavier	☒	06 43 83 62 20	⚠
	NICKMILDER	Jean	☒	06 83 84 10 13	
	TOUTAIN	Véronique	☒	06 83 89 13 78	
Toulouse	TOMASIK	Thierry	☒	06 83 83 46 24	
Lyon	DELPLACE	Francis	☒	06 71 58 26 52	
	LECAMUS	Dominique	☒	06 81 53 75 63	⚠
	LE BOT	Patrick	☒	06 76 45 60 15	
Strasbourg	HAAS	Pierre	☒	06 32 93 92 18	
Grenoble	STECENKO-LESTRA	Nathalie	☒	07 85 02 86 68	
Normandy Region					
Beaumont Le Roger	LAMBERT	Ludovic	☒	06 77 36 39 17	
	MANGEANT	Mélanie	☒	06 88 25 12 61	
	MARTINS DA SILVA	Mickaël	☒	06 36 54 08 52	
	PAYSANT	Yannick	☒	06 77 36 55 97	
Le Vaudreuil	OTT	Stéphane	☒	06 21 18 70 31	
	PICARD	Pascal	☒	06 79 32 03 93	
Angoulême					
Les Agriens L'Isle d'Espagnac	CHAGRELLE	Christophe	☒	06 71 69 23 84	
	HERNANDEZ	Olivier	☒	06 34 27 63 64	
	LAYBATS	Estelle	☒	06 63 46 65 62	
	MOUSSET	François	☒	06 40 12 05 24	
Carros					
	BENOIST	Alain	☒	07 82 57 54 41	
	EL GHARBI	Saïf		06 34 32 13 49	
	HADJI	Faudel	☒	06 32 54 22 72	
Dijon					
	BEAUDOUIN	Jean-Marc			
	CANAUX	Carole			
	LE GUEN	Jean-Michel	☒	06 75 26 46 58	
	MAZELIER	Alain			
	ROUGETET	Laurent	☒		

Grenoble						
Electropole 38EQI	BUR	Emmanuel	☒	06 37 06 02 00	⚠	
	BUSI	Maguelonne	☒	06 37 06 02 00	⚠	
	CHEVALLET	Olivier	☒	06 74 41 59 41	⚠	
	CUENOT	Pierre	☒	06 89 36 69 31	⚠	
	DURIF	François	☒	06 89 84 66 88	⚠	
	FERRANDO	Laurent	☒	06 45 08 81 27		
	JAVELON	Laurent	☒	06 31 95 95 34		
	LANDUREAU	Denis	☒	06 73 69 54 79	⚠	
	MOREAU	Patrick	☒	06 89 95 69 36	⚠🇪🇸	
	RESTANI	Sylvie	☒	06 89 95 69 50	⚠	
	SOENEN	François	☒	06 89 95 69 51	⚠	
IntenCity 38INT	CHRISTOPHE	Hervé	☒	06 87 72 84 87		
	MICHEZ	Valérie	☒	06 31 37 00 28	⚠	
	MILLON	Anne	☒	06 87 81 98 60	⚠	
	PERRON	Laurent	☒			
	PIERRISNARD	Frédéric	☒			
	RECHARD	Cidalia	☒	06 48 99 30 55		
	SEILLER	Sylvie	☒	06 75 90 58 40	⚠	
TREREMI	Virginie	☒	06 80 61 70 14	⚠		
Technopole 38TEC	BELALA	Habib	☒			
	CAZALS	Mael	☒	06 40 97 19 79	⚠	
	DE BRITOS	Carlos	☒	06 37 79 43 50	⚠🇪🇸	
	DELAITRE	Ivan	☒	06 42 28 60 30		
	GAL	Isabelle	☒	07 85 61 17 60	⚠	
	MARTY	Frédéric	☒	06 84 69 04 06	⚠🇪🇸	
	PITAVAL	Cyril	☒	06 32 64 44 04	⚠	
	RETIF	Richard	☒	06 33 31 94 72	⚠	
	RICHARD	Hervé	☒	06 30 06 21 06		
	Le Fontanil	CIALDELLA	Gérard	☒	06 77 44 04 90	
	38LL					
MasterTech MIT - SDE	AIT-ABBAS	Karima	☒			
	BEDAR	Hakim	☒			
	FENOLI	Caroline	☒	07 85 34 88 75		
	MADONIA	Claude	☒	07 86 76 66 12	🇮🇹	
MEZ	LASEN	Laurent	☒	06 71 30 83 07	⚠	



Sustainable mobility package
carpooling, bicycle,
electric / hybrid vehicle

Incentive and profit-sharing investment

Savings of up to 5 CPs in the CET

Monthly deposit PERECO/PEG

DEC 2024	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE
1 S	1 W Jour de l'an	1 S	1 S	1 T 14	1 T Fête du travail	1 S
2 M	2 T 01	2 S	2 S	2 W	2 F	2 M
3 T 49	3 F	3 M	3 M	3 T	3 S	3 T 23
4 W	4 S	4 T 06	4 T 10	4 F	4 S	4 W
5 T	5 S	5 W	5 W	5 S	5 M	5 T
6 F	6 M	6 T	6 T	6 S	6 T 19	6 F
7 S	7 T 02	7 F	7 F	7 M	7 W	7 S
8 S	8 W	8 S	8 S	8 T 15	8 T Victoire 1945	8 S Pentecôte
9 M	9 T	9 S	9 S	9 W	9 F	9 M
10 T 50	10 F	10 M	10 M	10 T	10 S	10 T 24
11 W	11 S	11 T 07	11 T 11	11 F	11 S	11 W
12 T	12 S	12 W	12 W	12 S	12 M	12 T
13 F	13 M	13 T	13 T	13 S	13 T 20	13 F
14 S	14 T 03	14 F Valentin	14 F	14 M	14 W	14 S
15 S	15 W	15 S	15 S	15 T 16	15 T	15 S Fête des pères
16 M	16 T	16 S	16 S	16 W	16 F	16 M
17 T 51	17 F	17 M	17 M	17 T	17 S	17 T 25
18 W	18 S	18 T 08	18 T 12	18 F	18 S	18 W
19 T	19 S	19 W	19 W	19 S	19 M	19 T
20 F	20 M	20 T	20 T Printemps	20 S Pâques	20 T 21	20 F
21 S	21 T 04	21 F	21 F	21 M	21 W	21 S Été
22 S	22 W	22 S	22 S	22 T 17	22 T	22 S
23 M	23 T	23 S	23 S	23 W	23 F	23 M
24 T 52	24 F	24 M	24 M	24 T	24 S	24 T 26
25 W Noël	25 S	25 T 09	25 T 13	25 F	25 D Fête des mères	25 W
26 T	26 S	26 W	26 W	26 S	26 M	26 T
27 F	27 M	27 T	27 T	27 S	27 T 22	27 F
28 S	28 T 05	28 F	28 F	28 M	28 W	28 S
29 S	29 W		29 S	29 T 18	29 T Ascension	29 S
30 M	30 T		30 S +1 h	30 W	30 F	30 M
31 T	31 F		31 M		31 S	

- Zone A : Besançon, Bordeaux, Clermont-Ferrand, Dijon, Grenoble, Limoges, Lyon, Poitiers
- Zone B : Aix-Marseille, Amiens, Caen, Lille, Nancy-Metz, Nantes, Nice, Orléans-Tours, Reims, Rennes, Rouen, Strasbourg
- Zone C : Créteil, Montpellier, Paris, Toulouse, Versailles

Modification of the MESE additional voluntary contribution

Professional elections

Exceptional deposit on PERECO/PEG

JULY	AUGUST	SEPTEMBRE	OCTOBER	NOVEMBER	DECEMBER	JAN 2026
1 T 27	1 F ①	1 M	1 W 40	1 S Toussaint	1 M	1 T
2 W ①	2 S	2 T 36	2 T	2 S	2 T 49	2 F
3 T	3 S	3 W	3 F	3 M	3 W	3 S
4 F	4 M	4 T	4 S	4 T 45	4 T	4 S
5 S	5 T 32	5 F	5 S	5 W ①	5 F ①	5 M
6 S	6 W	6 S	6 M	6 T	6 S	6 T 02
7 M	7 T	7 S ①	7 T 41 ①	7 F	7 S	7 W
8 T 28	8 F	8 M	8 W	8 S	8 M	8 T
9 W	9 S ①	9 T 37	9 T	9 S	9 T 50	9 F
10 T ①	10 S	10 W	10 F	10 M	10 W	10 S
11 F	11 M	11 T	11 S	11 T Armistice 1918	11 T ①	11 S
12 S	12 T 33	12 F	12 S	12 W ①	12 F	12 M
13 S	13 W	13 S	13 M ①	13 T	13 S	13 T 03
14 M Fête Nationale	14 T	14 S ①	14 T 42	14 F	14 S	14 W
15 T 29	15 F Assomption	15 M	15 W	15 S	15 M	15 T
16 W	16 S ①	16 T 38	16 T	16 S	16 T 51	16 F
17 T	17 S	17 W	17 F	17 M	17 W	17 S
18 F ①	18 M	18 T	18 S	18 T 47	18 T	18 S
19 S	19 T 34	19 F	19 S	19 W	19 F	19 M
20 S	20 W	20 S	20 M	20 T ①	20 S ①	20 T 04
21 M	21 T	21 S ①	21 T 43 ①	21 F	21 S Hiver	21 W
22 T 30	22 F	22 M Automne	22 W	22 S	22 M	22 T
23 W	23 S ①	23 T 39	23 T	23 S	23 T 52	23 F
24 T ①	24 S	24 W	24 F	24 M	24 W	24 S
25 F	25 M	25 T	25 S	25 T 48	25 T Noël	25 S
26 S	26 T 35	26 F	26 S -1 h 🕒	26 W	26 F	26 M
27 S	27 W	27 S	27 M	27 T	27 S ①	27 T 05
28 M	28 T	28 S	28 T 44	28 F ①	28 S	28 W
29 T 31	29 F	29 M	29 W ①	29 S	29 M	29 T
30 W	30 S	30 T 40 ①	30 T	30 S	30 T 01	30 F
31 T	31 S ①		31 F		31 W Sylvestre	31 S



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