



SCHNEIDER
ELECTRIC
S'ENGAGER POUR CHACUN
AGIR POUR TOUS

WHY VOTE CFDT?

- BECAUSE ALL UNIONS ARE NOT THE SAME
- NO FAVORITISM: CFDT ACTS FOR EVERYONE, WITH DETERMINATION
- BECAUSE CFDT REFUSES BACKROOM DEALS
- BECAUSE CFDT'S ACTIONS ARE GUIDED BY **TRANSPARENCY, RESPECT, AND DETERMINATION**



■ OUR 4 PRIORITIES FOR 2026-2029

On employment & career mobility, CFDT will

- Set up an **“Employability Kiosk”** to help employees identify and seize internal career development opportunities
- Be present **alongside employees to help them** highlight their experience and aspirations **during annual or development reviews**
- Implement concrete actions to **promote job retention and professional inclusion**
- Request greater **transparency on compensation and career progression** elements (compa-ratio, grade, classification under the new Metallurgy Collective Agreement, job code), and ensure alignment between classifications, career paths, and actual responsibilities
- Ensure support for **professional development**, by advocating for effective evaluation and training campaigns, especially for employees whose roles may be impacted by artificial intelligence
- Advocate for concrete measures to limit the **loss of skills due to the retirement of experienced employees**, by **capitalizing on already trained staff**, and pushing for a higher conversion rate to permanent contracts for apprentices, temporary workers, and contractors

For a better quality of work life, CFDT will

- Ensure that **occupational health** actors (Occupational Health Service, CSSCT*, etc.) have the resources they need to act effectively and proactively on workplace health issues
- Make **workload a TOP priority** (fewer resources, more tools = more stress and musculoskeletal disorders)
- Advocate for **better support systems** for employees facing professional or personal difficulties
- Be vigilant about **compliance with collective agreements**, e.g., caregiver rights
- Continue efforts to **improve teleworking conditions**, for example by defending coworking spaces or allowing telework during peak hours before continuing on-site — safely and without wasting time in traffic

Purchasing Power: CFDT, opposed to the “sign or get nothing” blackmail**, will demand

- **The creation of a joint monitoring committee** for the STIP, to ensure realistic, negotiated, and trackable objectives, with oversight on subjective evaluation biases
- A **general increase in base salary**, to offset inflation.
- The **revaluation of employee benefits**, particularly regarding telework, company catering, and the sustainable mobility package (bike maintenance and equipment, etc.)
- **Compensation for employees who do not have access** to public transportation or soft mobility options (e.g., rural areas, off-peak hours, etc.)

**Whether in the context of annual wage negotiations (NAO) – particularly (in 2025) or on other matters, CFDT is the only union that does not give in to management's blackmail.

A CSE that reflects you and brings us together

- A CSE that serves your **purchasing power**, but is also **more open, eco-responsible**, and **inclusive**.
- A collective tool to **improve employees' daily lives**, support their projects, and promote **sustainable and equitable well-being together**.

Discover our ambitions for the next term on the last page of this document.

*CSSCT: Health, Safety and Working Conditions Committee, which includes your CSE representatives.

A CSE (Works Council) **THAT REFLECTS YOU**

➤ THE CHOICE OF ACTION, CONSISTENCY, AND TRANSPARENCY

➤ AGAINST **OBSTRUCTIONISM AND COLLUSION**

Rôles & Responsibilities
of Your Union
Representatives Review
of the 2021-2025 Term



BY VOTING CFDT, YOU CHOOSE REPRESENTATIVES WHO ARE COMMITTED TO YOU, EVERY DAY AND AT KEY MOMENTS

1st college holder

(Workers – classification: A1 to C5
+ Work-study students Family 1 & 2)

BOUQUET Soizik	MasterTech
PATRAS Lionel	MasterTech
MUGGEO Fabrice	MasterTech

2nd college holder

(Technical employees and
supervisors – classification :
C6 à E10 + Work-study students
Family 3 & 4)

FAURE Virginie	IntenCity
AVILES Sébastien	Montbonnot
LARA Céline	IntenCity
DELACROIX Christophe	Electropole

Deputy 1st college

BOUQUET David	St-Etienne de St-Geoirs
SALTEL Valérie	MasterTech
NIETO Grégory	MasterTech

Deputy 2nd college

GUIGOU Fabien	MasterTech
COQUAND Véronique	IntenCity
FERREIRA Jean-Louis	Le Fontanil
MORY-SLOWIK Nathalie	Le Fontanil

3rd college holder

(Management/Executive -
classification : from F11)

LAMIDIEU Eric	IntenCity
GIRAUD-BY Christine	Technopole
CERUTTI Frédéric	Le Fontanil
CAMPO-RAVIX Nathalie	IntenCity
SOUVETON Sébastien	IntenCity
VUILLOT Géraldine	Electropole
CHANAL Franck	IntenCity
BAUSTIER Elisabeth	IntenCity
RIVAL Frédéric	IntenCity
BARRÉ Sandrine	IntenCity
SANFILIPPO Rocco	Le Fontanil
MOULICHON Audrey	Technopole
BOULOGNE Frédéric	IntenCity
VOLLET Caroline	Technopole
MARCELLINI Franck	IntenCity
TILMANT Thomas	Technopole
LEPRETTRE Benoît	Electropole
PORRAZ Olivier	Technopole
MASSON Antoine	Electropole
SIMON Gilles	IntenCity
DOUCHIN Jérôme	Technopole
BLANC Maximin	Technopole

Deputy 3rd college

LEPELLETIER Franck	IntenCity
PREVOT Catherine	IntenCity
TORTEROLO Fausto	IntenCity
DURAND Virginie	IntenCity
NESSON Jérôme	Technopole
LENOIR-BILLION Isabelle	Electropole
MONPAYS Pierre	Electropole
DMYTRENKO Iryna	Electropole
EVARD Guillaume	Technopole
ONKARAPPA Archutha	IntenCity
TOURNADRE Vincent	IntenCity
SAUNIER Louisa	IntenCity
PROFICHET Johan	IntenCity
MORAND Nathalie	IntenCity
MOINARD Christian	Technopole
MAGNIN Henri	IntenCity
GRAND OLIVIER	IntenCity
LAROCHE Alain	IntenCity
DE BEAUREPAIRE Olivier	Technopole
PAUGNAT Franck	Technopole
DELATTRE Xavier	Electropole
BROHARD Thierry	Technopole

EMPLOYEE REPRESENTATIVE ELECTIONS

From Nov 21 • 9 a.m.
till Nov 27 • 5 p.m.

HOW
CAN YOU
VOTE?



“ Because
defending
your rights
takes more
than words

... ”

A CSE THAT REPRESENTS YOU, A CSE THAT UNITES YOU!

- SERVING YOUR **PURCHASING POWER**, BUT ALSO **MORE INCLUSIVE, ECO-RESPONSIBLE, AND SUPPORTIVE**
- A COLLECTIVE TOOL TO **IMPROVE EMPLOYEES' DAILY LIVES, SUPPORT THEIR PROJECTS, AND PROMOTE SUSTAINABLE AND FAIR WELL-BEING TOGETHER**

For a freer, more open, and closer-to-you CSE, CFDT will

- Preserve your **freedom** of choice for holidays
- Offer a **vacation savings account** (a subsidy that can be accumulated over 2 years for more ambitious projects)
- Open the CSE to employee ideas by encouraging **local initiatives** in leisure, culture, and sports
- **Simplify reimbursements**, for example by allowing grouped overnight stays (hotels, guesthouses...) in a single request
- **Diversify the cultural offer** by proposing new venues and formats
- Showcase **internal talents**, for example by highlighting performances where employees are the stars
- Provide a **website in English**

For a more eco-responsible CSE, CFDT will act for tomorrow

By conducting an environmental assessment of the CSE's offerings, and by proposing:

- Increased **subsidies for low-carbon holidays**
- **A green bonus** for section and association projects
- **Support** for employees' energy-saving initiatives
- **Responsible stays**
- **Local good deals** (e.g., spa in Uriage)
- **Gift cards** with a positive impact
- **Expanded equipment lending** (photography, camping, thermal camera, utility vehicle...)
- **An internal platform** via the CSE website for carpooling and posting announcements

For a fairer, more supportive CSE, CFDT proposes

- More great **holiday deals at reduced prices**
- **Alternative and accessible travel** options for everyone
- Pooling **vacation, leisure, and other offers** with other Schneider Electric CSE, nationally and internationally
- **Partnerships with local businesses** (products or services) to offer discounts or negotiated rates
- **Enhanced support services** (caregivers, retirement, career development, workload, salary negotiations...)
- **Events that foster togetherness** (sports activities, creative workshops during lunch breaks, friendly gatherings...)
- **A collaborative space** for sharing ideas and experiences, and posting classifieds (open to all Schneider Electric employees in France)
- **Transforming libraries** into resource hubs: conferences, exchange markets, training sessions...
- **Recognition of volunteers** in sections and associations

A different vision of the CSE : For a more ambitious CSE

- A CSE that serves **individuals through collective action**
- A space to **express oneself and act together**
- A driver of **social connection** and **intellectual enrichment**
- A daily **point of contact** for employees