

IA Business LoB SENSORS - C&S

Supports Services GSC - VFE

Vote **FO union** for your jobs and the sustainability of activities

GPEC IAB + Indus: Some perspectives for the 2 LoB: SENSORS and C&S

Desired for 2 years by FO following the GPEC of the Energy Management (EMB) perimeter, the Business Industrial Automation (IAB) Department will have waited until 2021 to launch a GPEC on its perimeter.

Despite a very short deployment time, we welcome this decision to use a tool that is also intended to be offensive and synonymous with recruitment!

The FO Angoulême team will have made every effort to obtain a significant replacement rate and it was high time for SENSORS and C&S who were in agony despite our alerts:

- Numbers or people in decline for several years,
- Ageing of the population and lack of renewals,
- Flight and loss of skills and trade know-how, departures of young hires,
- Call for services providers on "core" businesses,
- Gaps in new professions: cyber, software, ...
- Risks on existing ranges: PEP, new dev., technologies, ...

Our messages have been heard and we are satisfied with the 83% rate obtained for Angoulême! With 22 departures, 17 external recruitments are recorded through the GPEC IAB agreement signed by FO

But we are not fooled, the fight does not stop there! The GEPP (ex GPEC) is a good but insufficient tool. This 1st phase necessary as a catch-up, to upgrade the workforce and skills must continue through a 2nd phase undoubtedly "more natural" which is to make the GEPP a daily tool by regularly recruiting new I&C talents or BAC +2 graduates, by recruiting our service providers and our work-study students. Your **FO** elected representatives will therefore continue to influence the group's R&D decisions !

GPEC GSC: "Limiting the breakage" in the face of a strategy based on relocation

With the abolition of the Angoulême GSC "mini HUB", GSC Europe's strategy was a "further east" relocation of GSC support services to Budapest. Under these circumstances, **FO** signed this defensive GPEC to save the essentials. With a 15th of departures, we got 4 recruitments but it's too little !! Despite our calls to recruit, the "sacrificed" will be the VFE team. Under the current conditions this is unacceptable!! We will persist in our fight and will not accept any dismantling of this service!!

CSE and CSSCT : our mandate review for ESPAGNAC

The CSE is a monthly meeting and 10th of questions asked by our elected members. Do not hesitate to challenge them and by reading the CSE's reports, you will be able to see our areas of intervention and our interpellations. Your **FO** elected can testify to this on a daily basis. By voting **FO** you are defended!

In addition, the C2SCT of Espagnac, composed of 6 elected **FO** members, has since its establishment participated in ordinary C2SCT meetings and a few dozen extraordinary C2SCT meetings related to COVID.

The C2SCT has implemented and implemented actions to preserve the health of the site's employees:

- Implementation of COVID-19 barrier gestures
- Installation of a thermal camera at the entrance of the staff (cancelled following a CFDT action)
- Implementation of staggered hours at the restaurant to maintain its opening
- Improved access to car parks and employee traffic flows
- Weekly follow-up of COVID cases

The C2SCT has been and remains invested and listening to employees on all topics related to health, psychosocial risks (PSR) at work, workplace safety and improving your working conditions.

For 2022 and 2023, it remains to be done with the new "OPEN SPACE" layouts and the PSR EVRP, for which your elected representatives of the C2SCT are strangely "forgotten" by the site management!



Titulaires - 1^{er} Collège



Suppléants - 1^{er} Collège

**ENSEMBLE pour
DEFENDRE VOS
DROITS et VOS
EMPLOIS**

Notre liste **FO**,
Vos futurs élus **FO**,
Des Hommes et des Femmes,
OATAMs et I&C,
De toutes les entités :

**Production AGRIERS
Production ESPAGNAC
ACHATS (GSC)
VFE (GSC)
LoB SENSORS
LoB CONTROL**

Des salariés proches de vous et
de vos préoccupations !
Pour vos conditions de travail !
Pour une bonne gestion des
activités sociales et culturelles !

Titulaires - 2^{ème} Collège



Titulaires - 3^{ème} Collège



Suppléants - 2^{ème} Collège



Suppléants - 3^{ème} Collège

