

## **Presentation of the project of a new organization of our establishments in France to the Central Works Committee**

After the announcement to the employees on November 15, 2016 of the project of a new organization of our establishments in France, an information-consultation meeting of the Central Works Committee was held this day to specify its content.

This project of new organization consists in two parts: on the one hand, the grouping of nearby establishments in a single establishment already existing or to be built, on the other hand, the transfer of the preparation activity of some establishments to other establishments.

The establishments to be grouped together would be the following ones:

- the teams of Levallois and Pantin within the present Pantin establishment,
- the teams of the two establishments of Lille within a new establishment to be built in the Lille metropolis,
- the teams of the two establishments of Toulon and Marseille within a new establishment to be built near Aubagne,
- the teams of the two establishments of Saint-Etienne and Lyon-Francheville within a new establishment located on our site of Sainte-Foy-lès-Lyon.

The preparation activities to be transferred would be the following ones:

- the one of Brest to the establishment of Rennes,
- the one of Belfort to Strasbourg,
- the one of Pau to Toulouse,
- the one of Limoges to Bordeaux,
- the one of Saint-Etienne to Lyon-Francheville, until the complete consolidation of these two establishments,
- the one of Clermont-Ferrand and Grenoble to the establishment of Sainte-Foy-lès-Lyon.

We wish to carry out these changes by ensuring that each concerned person can find a satisfactory position, by promoting mobility and internal reclassification.

Thus, 78 employees would be offered either the same job in another establishment, or a reclassification within their current establishment.

As for the 38 employees whose positions would be eliminated, they would also be offered an internal reclassification.

The information-consultation proceeding of the staff representatives that has begun will last until March 2017. The new organization will then be implemented progressively between the second quarter of 2017 and the beginning of 2019.

*Our next update: January 26, 2017 at market close, publication of the sales revenue for the year 2016.*

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