

CSEC des 8 et 9 février 2023



Dans son LCL en direct du 9 février, la Direction annonce des résultats pour 2022 en hausse de 13.1% frôlant le milliard de bénéficiaires. Hasard du calendrier, le rapport de la politique sociale 2021 était présenté par le cabinet d'expertise IPSO FACTO en CSE Central (cf. déclaration CFDT sur notre site). Les premiers constats sont sans appel et beaucoup moins glorieux quant à la politique salariale dans l'entreprise. Ce dernier met clairement en exergue que 70% des salariés chez LCL ont perdu du pouvoir d'achat entre 2016 et 2021. De plus, l'enveloppe de MSI diminue régulièrement ne permettant de récompenser que 25% des salariés malgré des résultats historiques.

Rappelons également que les rémunérations des salariés chez LCL sont inférieures de 21% par rapport à celles de l'AFB. Si l'herbe n'est pas plus verte ailleurs, elle est plus verte là où elle est arrosée.

Certainement une des raisons qui explique le triste record du nombre de démissions et de licenciements en 2021. Pas moins de 1673 personnes ont quitté l'entreprise sur l'année, soit environ 10% des effectifs. Parmi les personnes qui partent, 40% ont moins de 5 ans d'ancienneté.

Cette situation impacte essentiellement le réseau et les OSC avec pour conséquences directes, une dégradation des conditions de travail, une pression commerciale qui ne cesse de s'accroître à laquelle vient s'ajouter une recrudescence des incivilités avec un niveau de violence de plus en plus prégnant. Résultat : LCL peine à recruter.

Bref, cette séance fut l'occasion, chiffres à l'appui, de montrer que **l'économique chez LCL tire sur le social** et que les revendications salariales et en termes de conditions de travail des salariés LCL sont plus que légitimes !



D'après l'INSEE, sur un an, selon l'estimation provisoire réalisée en fin de mois, les prix à la consommation auraient augmenté de 6 % en janvier 2023, dont 13% pour l'alimentation.

Pour la CFDT, la question essentielle demeure celle d'une juste rémunération du travail fourni par les salariés qui doit passer par une revalorisation des salaires pour tous. Pas étonnant que les métiers de la banque de détail ne fassent plus rêver et plus particulièrement chez LCL. L'hémorragie des effectifs ne risque pas d'être stoppée avec la politique salariale menée par LCL ces dernières années.

De plus, depuis de nombreux mois voire années, la CFDT interpelle la Direction sur la dégradation continue des conditions de travail et l'augmentation des risques psychosociaux. La CFDT a réitéré ses demandes de réaliser rapidement une étude sur la charge de travail et de procéder urgemment à une évaluation des RPS chez LCL.

Excellence Ne Rime Pas Avec Performance

M Carnoy



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