

Le SICTAME VOUS INFORME

September
The 4th
2025



SYNDICAT DES INGÉNIEURS, CADRES,
TECHNICIENS, AGENTS DE MAÎTRISE & EMPLOYÉS



Why SICTAME?

Over the next few months, professional elections will take place within the various branches of TotalEnergies. This is an important event for the Company, but even more so for you!

This is the time to ask yourself what you can do to influence your working conditions, package, and career development.

SICTAME, THE trade union unlike any other...

SICTAME was created in France in 1977 within the Company to address a gap: there was no trade union organization dealing with the specific employee expectations of an energy sector company.

In 2002, SICTAME disaffiliated from the CFE-CGC to maintain its independence and avoid having its leaders appointed against to the votes of its members. In 2004, SICTAME will join UNSA (Union Nationale des Syndicats **Autonomes**, *National union of autonomous trade unions*).

SICTAME aims to defend all employees and contractors of TotalEnergies, whether in France or expatriates or inpatriates (TGI), without corporatism. It defends their interests and working conditions when management sacrifices them on the altar of productivity or profitability - sometimes purely based on appearances - for the satisfaction of shareholders, when the management system becomes deficient and allows some to abuse their hierarchical position, when employees are unaware of their rights and powerless to respond in the face of unjust decisions.

SICTAME is apolitical and does not take a stance in the national debate, except exceptionally when it directly impacts the rights of employees, as was the case with the pension reform or currently with the abolition of public holidays and the reduction of the coverage provided by Social Security.

It considers that its role is not to provide support for any political ideology.

SICTAME is an independent and autonomous trade union. It does not take its instructions from a higher authority, whether called a federation or a confederation. Its stance does not depend on issues external to the Company.

SICTAME has demonstrated in its history, including recent history, its commitment to : loyalty to employees, social justice, and to fair treatment. It will continue to do so, even if, since 2003, some of its representatives have had to pay a high price for it.

SICTAME is a human-sized trade union, managed collectively and democratically, which knows how to make room for those who want to get involved.

By choosing SICTAME, you will choose to defend your rights, your interests, and those of all your colleagues, as an employee or contractor of TotalEnergies and nothing more, both collectively and individually.

To that end you may:

Vote for SICTAME

To Ensure your rights are defended! Inpatriates, and certain contractors who wish to, may vote.

Join SICTAME

It gives SICTAME the means to defend your rights. About 80% of SICTAME expenses are for technical documentation and legal actions costs. Being a small organization allows us to control structural costs.

Support your project

Do you want to see the Company enhance its relationship with employees, want to make your voice heard regarding its strategy, and want to see the Company become truly socially responsible beyond words and communications?

SICTAME can help you carry your project. Our ideas come from our grass roots through democratic processes at all levels.

If you are already a group of employees considering forming a "collective," contact us. A trade union like SICTAME can provide you with a protective legal framework for your action.

Run for the next professional elections under the SICTAME banner

Our hallmark is competence, including in the most complex areas such as employee savings, welfare, social and cultural activities, and labour law. We can train you, give you the opportunity to express yourself freely about the Company, and represent the voice of your colleagues.

To you, employees of RP and MS, join our SICTAME lists to bring the wind of change!

To the employees of Amont Global Services Holding (AGSH), it is time to mobilize again by joining the SICTAME lists because, thanks to your support, all employees will benefit from an even stronger union!

By achieving social progress, SICTAME remains strong: thanks to its elected representatives, activists, and members!

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<http://www.sictame-uns-total.org>

... **Yammer** :

[Yammer SICTAME-UNSA SSC - Privé](#)

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