

# Syneenergie News

*The journal for energy and water workers*

## Betting on staff commitment

The shield of serenity :  
**Protecting the pillar of essential costs**

**From power tussling to a demanding partnership**

**From North to West :**  
When the power of change reaches every employee



# Editorial

## Betting on staff commitment

Dear Comrades, Dear Workers, Dear Colleagues,

I am speaking to you here with the same honesty as the one we share among colleagues, in the office or out on the field. Two years ago, just like many of you, I came to a simple, yet painful, conclusion: our voice was not the voice of transformation, and employee-management relations in our company were, as a result, taking a hit.

Our company is evolving at a sustained pace. However, I have seen the defence of our rights and of our careers impeded by a form of union representation whose energy and understanding of day-to-day realities no longer matched the experience of active employees. This honesty is dictated by the respect we owe our elders who have now retired: only those experiencing, currently, company realities can spearhead change.

This is how **SYNEENERGIE** was born. We said it: "Never Again."

We made a clear choice that our leadership would be composed exclusively of in-service employees, in a bid to guarantee a trade unionism anchored in reality, able to represent and defend you effectively.

Our mission is not a catalogue of promises. It is advocacy for effectiveness, based on Effective **Representation**: a credible collective force, which can engage with the company on the basis of a fair and firm partnership, genuinely win-win, with an unrelenting objective: fix employee-management relations and build sustainable balance.

**Be a sentinel when the company's future is at stake.**

This demand for responsibility was strongly evident during the most recent happening in our company: the process for the State of Cameroon to buy out ACTIS.



Parfait TSEGUE

In such a foundational context, SYNEENERGIE chose to fully play its role as the company sentinel, by making sure, every step of the way, employee interests were neither forgotten nor diluted in purely financial or institutional considerations.

Without making a splash, but acting methodically and vigilantly, we asserted one clear demand: one shareholding transformation should safeguard employee rights, achievements and perspectives.

Because the company's future cannot be contemplated without the women and men who make it work day in, day out, SYNEENERGIE remained mobilised all through to the tail-end of the process, true to its stance: defend workers, while acting responsibly in key moments.

### Self-evident Results

With the mandate buttressed by the **40 % of the votes** you cast for us, the results are currently concrete.

In terms of **Defence** of employee rights, our commitment made it possible to successfully navigate, mostly for the benefit of employees, complex individual situations: disciplinary committees, queries, reclassification committees, complaints, claims and personalised support. We showed that justice is not hinged on posturing but rather on the quality of representation on the field.

In terms of **Health**, SYNEENERGIE was a key player and pro-active in workplace dialogue. Increased insurance coverage for medication—from **80 % to 90 %**—, recruitment of health professionals in remote areas and the creation of an on-site ASCOMA remote office express our determination to concretely better the lives of employees and their families.

These victories are the outcome of the energy and rigour that can be generated solely by a trade union manned by active employees. They attest to the fact that efficiency does not depend on recycled posturing or symbolic membership but rather on real commitment.

On 13 January 2026, you have the power to multiply this strength. Our ambition is clear: **get 70 % of the votes and go from 800 to 1, 500 members by 2028.**

Our commitment knows no bound, stretching from North to South, and from East to West. Despite security threats, we relentlessly continue our deployment so that every employee, regardless of where they work, feel involved and part of the solution. I deeply believe that, together, our pooled energies can bring down every wall.

In this maiden issue of **SYNEENERGIE News**, **discover the** concrete record of what was done during these first two years, as well as the clear course set for the 2026–2028 period.

**I hope you enjoy reading this issue, as we look forward to standing with you!**

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# DEFENDING EMPLOYEES

*Individualised defence: The fight around which SYNEENERGIE was founded*



**W**hen you are summoned, it is not just the start of an administrative process. It is a human ordeal, often experienced amid fear and loneliness. For two years now, SYNEENERGIE has become the shield of the women and men who have refused to endure silently. Through robust individual defence, embodied and well organised, the trade union has given employees back something essential: dignity.

## When everything starts with loneliness

There are moments when life takes a sudden turn quietly. A summons slipped across an office table, a query letter received at the end of the day, the emotionless announcement of an upcoming disciplinary committee hearing in which you are implicated. A few lines, and fear starts to set in. The employee doubts, wonders, feels vulnerable. Faced with the proceeding, faced with the institution, they are often alone. And this solitude, more than the accusation itself, is what is the most crushing.

If you look closely, the real danger does not always lurk in the wrongdoing you are accused of, but rather in ignorance of your rights, the lack of someone who can explain, defend, and rise to the occasion. Many have paid dearly for this ignorance, convinced rather wrongly that justice depended on status, posturing or a tussle lost beforehand. SYNEENERGIE was born precisely to put an end to this sense of fatality.

**“Justice is not won through recycled posturing but by the solidity of the case and the quality of the defence.”**

Central to its trade unionist action, individual defence is neither an abstract concept nor argument in communication. It is a daily struggle,

carried out right next to employees, with a simple belief: no one should have to face a disciplinary hearing alone. SYNEENERGIE does not defend from a distance; it stands right there with employees throughout long consultations and coaching sessions, regardless of how long it takes, with the kind of in-depth mastery of the field and professional realities that can come only from peers.

## Justice happens on the field

Very quickly, experience highlighted an essential truth: what dictates the outcome is not the strength of the institution, but rather the quality of the representation. In the space of two years, thirty-two employees were accompanied before the Disciplinary Council. In instances where the outcome often seemed a forgone conclusion, only two cases resulted in dismissal. In all the other cases, situations hitherto anxiety-inducing were overturned thanks to fine-tuned defence strategies, enriched with an insightful and strict understanding of the collective bargaining agreement.

This rigour is deployed long before the disciplinary committee stage. Over eighty replies to query letters were written with support from SYNEENERGIE, replacing the early-stage panic with an organised and argument-based approach built around answers capable of re-contextualising facts and protecting the rights of employees right from the early correspondences. Every word counts, every phrasing is weighted, and every case becomes a forum where employees are once again in full control of their defence.

The trade union's input does not end in the Disciplinary Council hearing rooms. During twenty-two reclassification commissions, the presence of SYNEENERGIE helped restore equity and obtain fair decisions. For some comrades, these victories produced concrete and instant impact: one was

paid up to nine months of outstanding pay while another was paid closed to three million CFAF as damages. In the shadow of these figures stand other realities: families relieved, careers protected, dignity restored.

On a daily basis, this defence also operates in the background. Over one hundred and thirty-two cases relating to claims, complaints, counsel and guidance were handled consistently. These were all situations in which employees, sometimes defenceless, got a listening ear and an organised response, far from the limelight but in the heart of trade union action.

## Expertise Built To Last

This efficiency is no accident. It is hinged on an accepted strategic choice: investing in competence to fill the knowledge gap that too often weakens workers. In two years, SYNEENERGIE has evolved from a small team of five defenders to close to eighteen comrades trained and certified, after three intensive training courses dedicated to disciplinary management, mastery of the collective bargaining agreement and participation in the Workplace Health and Safety Committee (WHSC) meetings, which take place in organisations. Organised and responsive, the Defence Committee uses modern tools to analyse cases, cross-reference experiences and fine-tune strategies, sometimes in real time.

As such, when a summons arrives, the employee is not alone. Their words are structured, embodied, defended. What seems to be an insurmountable test becomes a supervised fight, carried out methodically, rigorously and humanely.

Today, one thing has become clear: individual defence is the hallmark of SYNEENERGIE. Through its commitment on the field, through its quantifiable results and through its constant proximity with employees, the trade union has become the indispensable partner of the women and men who refuse to endure silently and choose to defend themselves.

This shield exists. It is forged in hardship, rigour and solidarity. And henceforth, it is yours.

## Defence tip

**Have you been summoned?  
Have you received a request for  
an explanation?**

**Contact your SYNEENERGIE  
union representative immediately.**

**Do not sign any documents  
without first consulting your  
representative.**

# NEWS FROM THE REGIONS

*From North to West: When the Energy of Change Reaches Every Employee*

**D**oes being an employee in a remote area mean you must be silent; endure decisions that seem ill-suited? Does it also mean you must watch your daily needs often be overlooked by management deemed inaccessible, and even, indifferent? Truth is true remoteness is not only a geographical reality but also a feeling of invisibility, sometimes of abandonment. It is precisely to end this reality that SYNEENERGIE boldly chose to intentionally set up shop deep in the field, next to employees, never above them. And the northern regions have today come to illustrate this fact most vividly.

Many employees have learnt to make do with this loneliness, sometimes they have surrendered to it like second-class employees. Effective national representation has as such become one of the major struggles of our trade union with the strong belief that no employee should feel forgotten because they are not stationed in Koumassi, Yaounde, Garoua or Bafoussam. And this bold bet to be actually present on the field is quickly yielding fruits, with today eighteen regional SYNEENERGIE offices fully active across the country (among the regional bureaux created).

In this dynamic, the momentum given by the Grand North bureau represents way more than a mere highlight. It tells the story of belief-driven membership. In barely two years, 156 employees out of the 390 in the Regional Office for the North, Far North and Adamawa (DRNEA) chose to join SYNEENERGIE, representing 40% of this Office's manpower, naturally increasing the regional score of 35 % obtained during the 2023 elections. More than just figure-based progress, this is evidence that hearts too have been won. Once again the

centre piece of trade union action, employees feel at long last heard, acknowledged and mobilised, aware that they are no longer invisible. This transformation was not decreed in offices. It was born where the weight of distance was most felt: external centres.

Under the leadership of the DRNEA regional bureau, meetings were moved to operations sites. The results were instantaneous : better access to potable water in some sites, thanks to the construction of 13 public taps in total (5 in Garoua, 4 in Maroua and 4 in Ngaoundere), quicker handling of labour and professional concerns, and most especially, a renewed sense of importance in workplace dialogue. As an employee stationed in an external centre in the North revealed, **"For the first time, our HSC meeting took place in our site. We were finally able to discuss our actual conditions."**

## A Community That Grows... Together

Beyond the defence of rights, SYNEENERGIE strives to build and promote. Free training courses, both on-line and in person, enable employees once again know their rights , to better understand energy transition issues and to build their skill set in order to effectively assist their colleagues.

However, trade union action also involves human relations. "After Fit" get-togethers or joint actions with the UGTC to condemn violence against women are a reminder that every employee represents another human being, a family, dignity that has to be preserved. "We now come together not only to solve problems but also to strengthen and help one another. " — DRNEA regional Delegate

## From the North to the rest of the country

The dynamism of the Grand North now inspires the rest of the country. Despite sometimes challenging circumstances, the trade union continues its commitment to be physically represented in the North-West and is progressively consolidating its presence in the South-West. The appointment of thirty focal points in the DRNEA region alone illustrates this desire to fully cover the region. The goal is to more than ever before ensure that information circulates and that every employee, even those in the most isolated areas, are effectively represented.

What SYNEENERGIE promises is simple and deeply human. Every trip, every initiative brings employees closer to the representation they are owed. Beyond regional boundaries, it is the same community moving forward, united and solidarity driven.



# HEALTH FIRST

## The shield of Serenity: protecting the pillar of essential costs

In as much as it is generally accepted that work is important, so too is health sacred. At Eneo where general health insurance coverage at 80 % is a precious achievement, some employees struggle daily with something quite different: repeated purchase of essential medication, long and costly prescriptions, in the kind of silent anguish that gnaws at a household's finances. Employees with the lowest salaries are those who suffer the most when each treatment becomes a maths equation, sometimes outright surrender. SYNEENERGIE has chosen to wage battle in this area, where the need is constant, where vulnerability is real, where the serenity of families deserves maximum protection. **SYNEENERGIE believes that only our collective involvement through our involvement in enrolment of new hospital facilities, pharmacies and constant pressure on the insurance provider will give us sustainably healthcare relief, sparing us insurance provider hopping.**

### The 90 % Win in Pharmacies : A Breath of Fresh Air for Families

Health is the pillar of any balanced professional life. The latter concept is deeply entrenched at Eneo because general health insurance coverage—set at 80 %— is already a cornerstone of employee protection across the board. For SYNEENERGIE, solidarity could not stop at this threshold because the heaviest expenses are not always occasional : they arise from regular treatments, chronic care, month in, month out, that weaken the households of colleagues with the lowest salaries.

As such, the trade union initiated targeted and decisive negotiations to relieve this invisible yet permanent pressure. Increasing coverage to 90 % for medications given in pharmacies is a tangible outcome from this reality.

This win is more than a mere technical adjustment. It is real stronger financial protection for the budgets of the most sensitive households. It ensures that healthcare for dependents undergoing chronic treatment or for the employee them-self is not compromised by excessive out-of-pocket expenses. This is concrete relief, a strong gesture of solidarity directed at the women and men who have very little financial room to manoeuvre.

To make this right fully effective, SYNEENERGIE also made sure a remote ASCOMA office was open

on site: this has already been done in Koumassi, BASSA'A, DRY Head Office. This proximity makes formalities simple, swift and accessible. In fact, this mechanism enables employees to complete "on site" all administrative formalities related to their health care insurance coverage : approval of pro-forma invoices and prescriptions, opinion of the treating physician, follow-up of reimbursements, enrolment or inclusion of dependents.

There are other gains besides simplification. Concretely speaking, there are time and serenity gains. Employees can go there during their 15 minute break, without waiting for the weekend or asking for permission, avoiding delays in treatment or poor-handling of health emergencies.

On the sidelines, SYNEENERGIE networked with partner health professionals, notably in remote areas. Where it was previously difficult to find a pharmacy or a vendor that accepted a third-party payer, this network now enables the highest number of employees to be treated without paying upfront, including far from the big urban centres. The goal is for every employee to be served. This double action—administrative proximity and territorial coverage—transform health insurance coverage into a right actually used, and not a promise that is difficult to make come true. This is

how the Shield of Serenity concretely protects households, wherever employees work.

### From health to safety: the right to work free from fear

Given that health care starts long before the hospital, SYNEENERGIE has extended its shield to the workplace. No employee should ever have to put their life on the line in order to do their work. Mindful of the dangers posed by electricity, structural risks or poor working conditions, safety is non-negotiable.

WHSC delegates incarnate this commitment daily: preventing risks, alerting, correcting and protecting. The objective is clear and inextricable: giving each worker optimal conditions to work; in other words, ensuring that every employee returns home safe and sound at the end of their shift.

Protecting health is complete only when it encompasses both the body, the home and the workplace.

#### Health tip

#### Getting the most from your health insurance coverage

Think about the 90 % for medication : you get better coverage in the pharmacy. Make sure you fully use this right for all your prescriptions.

Would you like to add a new dependent? Relevant formalities have been made easy thanks to the remote ASCOMA office on site. See you at [location to be specified] for swift handling of your case.

Protecting your family is at the forefront of our mandate. Make sure every body benefits from this major achievement.

Always have your ASCOMA card with you.

#### Safety tip

#### A reflex that can save your life and protect your property

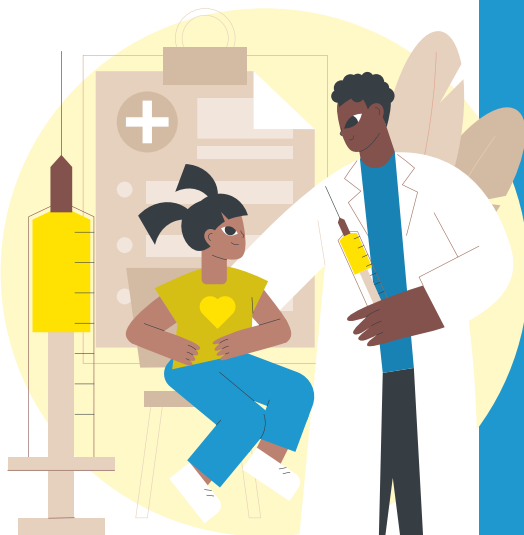
Do you know that the Residual Current Circuit Breaker protects people from electric shock and property as well as electrical circuits from overloads and short circuits. So, make the right choice!

mA sensitivity refers to the threshold beyond which a circuit breaker turns off power in the event of leakage. For human safety, it is recommended that you should always chose a 30 mA circuit breaker with a calibre suited to the installed power in order to avoid nuisance tripping or overheating.

**X What a poorly-chosen Residual Current Circuit Breaker is not (or does not do)**

A Residual Current Circuit Breaker:

- X - does not protect people if it is set only at 300 mA;
- X - does not properly detect some faults if it is not the right type;
- X - stops working properly if it is too small or defective;
- X - does not replace PPEs or on-site safety procedures.



# STRATEGIC DIALOGUE

*The win-win balance: from power tussling to a demanding partnership*

When employee-management relations in a company deteriorate, trust shrinks, energy is dispersed, and collective performance feels the pinch. Because there is no denying that it is one of its most sensitive assets. As a trade union, SYNEENERGIE was born off the back of a simple yet demanding belief : a company cannot grow sustainably when its employees are not respected and employees cannot be fulfilled in a weak company. In this interview, Secretary General, Mr. Joseph Mathieu TITI LIBAI, revisits the Trade Union's stance : firm on principles, responsible during dialogue, demanding about building the future.

**Hello, Mr. Secretary General, you say SYNEENERGIE is not driven by systematic opposition. Why this choice?**

In fact, as far as we are concerned, being a trade union does not mean pursuing constant confrontation. Opposition to principle can create the illusion of firmness, but it does not necessarily produce lasting results. SYNEENERGIE has chosen to stop superficial dialogue and fruitless posturing.

Our responsibility is to transform tensions into levers for progress. This requires knowing the rules, mastering procedures and raising issues with rigour, without being caricatural or exaggerating.

**In actual fact, what has this "trade union maturity" changed in employee-management relations ?**

It has made it possible to progressively improve on these relations. Dialogue has become more structured, more respectful and most especially more relevant. We are not there to impede but to clarify, secure and enhance.

Thanks to our excellent mastery of internal realities, and our growing representation on the field, we are now considered a credible point of contact. This changes the nature of discussions: we discuss facts, actual impact and possible solutions.

**What do employees get from this positioning?**

As far as employees are concerned, the first thing is the guarantee that rules will be respected and there will be less arbitrariness. It is also the guarantee that they will actually be heard on key issues: health care, safety, working conditions and others.

Calm dialogue is not weak dialogue. On the contrary, it is a setting that makes it possible to share concerns about substantive issues and to make concrete progress, rather than short-lived symbolic victories



Joseph Titi Libai  
SYNEENERGIE SC

**As far as the company is concerned, what is the benefit of this demanding partnership?**

The Win-Win is not naivety. It is a demand. As far as employees are concerned, it means they should not be scared of being sanctioned arbitrarily, which victories during Disciplinary Council hearings attest to (Feuille 1). As far as the company is concerned, this means dealing with a trade union that does its homework and is not content with populist posturing. Our position is clear: we are firm on principles (the defence of money) and constructive about the future (long-term survival of the company). Employees are more serene and the company is more stable because a company that listens more anticipates more.

Labour relations, when they are organised and responsible, become a tool for stewardship, not a sticking point. This is our vision.

**How does SYNEENERGIE make sure it gets the desired results at the negotiation table ?**

Our strength is embedded in our expertise and our rejection of improvisation. We always prioritise the negotiation table, because that is where we get lasting victories as was the case with the 90% health insurance coverage for medication. Our Trade Union will never let itself be stuck in superficial dialogue. We come with facts, thorough mastery of regulations, and the weight of our National Representativeness (Feuille 2). This compels Management to take our arguments seriously. We do not raise hell for raising hell sake; we produce results for employees. Our maturity is our greatest strategic weapon.

**You have also talked about "corporate citizenship." What does this concept mean to SYNEENERGIE ?**

Improving employee-management relations does not depend solely on formal fora for dialogue. It is a collective responsibility. We encourage responsible use of digital tools to streamline communication, formalise requests and avoid misunderstanding, which often trigger unnecessary tension.

Being a corporate citizen also means adopting behaviour that protects overall performance: paying attention to resources, savings-friendly gestures, respecting procedures. It is a modern vision of trade unionism, clear minded about the fact that the long-term survival of the company determines the future of jobs. To borrow from jargon at the heart of our profession, "my safety depends on the my neighbourhood's safety."

**In conclusion, how would you define the current stance of SYNEENERGIE ?**

We defend employees robustly, but we act responsibly. We refuse to focus solely on opposition. We prioritise the negotiation table, where lasting progress is built methodically, intelligently and with a sense of collective interest.

Peaceful, fair and lasting employee-management relations are built amid this balance.

## USEFUL TIP :

*The role you should play for healthy relations*

### Become an actor of dialogue.

Healthy employee-management relations start with clear and responsible discussions. Prioritise internal communication tools to formalise your requests and keep a useful trail. In the event of tension or disagreement, first contact your SYNEENERGIE representative, a genuine strategic filter and dialogue interface. Lastly, always anchor your positions in precise facts and the Collective Bargaining Agreement. Emotion rallies, but it's facts that move things forward.

# DESTINATION 2028 or THE TIME TO DECIDE

*Your bet, your mobilisation, your values  
The power of urgency: building the unshakable majority*

The balance-sheet for the past two years is unambiguous. SYNEENERGIE has become the most effective shield to protect employees (page 1) and the main driver of concrete collective gains (page 3). However, these victories, as significant as they are, are incomplete. The next mandate, which runs up to 2028, must come with a change of dimension. It must be a mandate of the Absolute Majority. This is because our goal is no longer just to participate in workplace dialogue but to be an indispensable lever in decision making.

The power to negotiate, to sign collective bargaining agreements and to transform your working conditions over the long term is not decreed. **It is won. And it is won with your vote.**

The 2026 election is not remotely ordinary. It is the time when SYNEENERGIE can transition from an influential trade union to a key actor of workplace power in the company. Thanks to our historical base and our regional dynamism (Feuille 2), we have clear, figure-based and responsible objectives. Not to impress, but to engage each and everyone.

## The 70 / 1500 vision : becoming the architect of decisions

- **70 % of the vote** : because this is the threshold of the strong majority; the majority that gives you the power to dictate priorities, to secure agreements and to really influence the future. Now at 40 %, our ambition is to change **dimension**.
- **1,500 active members** : because trade union power is first built around collective commitment.

SYNEENERGIE currently has around 800 members. By 2026, **we have to double our numbers.**

What we are asking of you is not just standard membership. We are asking for a decisive act that will enable everyone fully benefit from the programme of action you are owed.

## 2026–2028 Programme of action: commitment for the future

*With the “absolute majority,” SYNEENERGIE would reach a decisive milestone. The 2026-2028 mandate will not be about intentions, but about lasting conversion of achievements into fully-guaranteed rights.*

This 2026-2028 Destination is a commitment to responsibility and truth. It is hinged on a strong belief: worker dignity is non-negotiable; it is built, protected and guaranteed by a trade union majority that is strong, aware of its responsibility and resolutely turned towards the future. Our ambition is to transform labour relations into a genuine lever for collective progress, at the service of the dignity, safety and professional well-being of every employee.

## Guaranteeing economic & social dignity for all

Guaranteeing decent pay for socio-professional categories features prominently in this programme. This is not just a financial demand, but a must for social justice. SYNEENERGIE will strive for remuneration schemes to be progressively aligned with current economic realities, by fairly including allowances, operational constraints,



strenuousness and the specific time slots related to field realities. Recognition for work done should become clear, coherent and shared by all.

This salary dignity is inextricably linked to strong and fair workplace protection. SYNEENERGIE undertakes to ensure that all employees, irrespective of their status or place of assignment, receive adequate social coverage. Healthcare, retirement, maternity, incapacitation and vulnerability must be fully taken into account, indiscriminately and uninterruptedly across the country. No employee should feel left out of the collective protective net.

Similarly, SYNEENERGIE will make sure the work environment is a key issue for human and social performance. Guaranteeing healthy and safe working conditions across all sites, in accordance with international standards, notably standard ISO 45001, is an absolute priority. This entails strengthening risk prevention, effective coverage with health and safety representatives, and actual as well as controlled availability of personal protective equipment.

## Turning labour relations into a transformative reality

Protecting employee rights can no longer be theoretical. SYNEENERGIE will ensure systematic correction of processing gaps, lasting review of procedures and reduction of arbitrariness in career-affecting decisions. Restoring trust means clear, fair and consistently applied rules.

In this light, the trade union has zero tolerance for harassment, whether it is psychological or physical. Eradicating these practices is a precondition for turning every working day into an avenue for respect, serenity and commitment. No lasting workplace progress can be envisaged in a climate of fear or pressure.

Modernisation of the Collective Bargaining Agreement is fully consistent with this momentum. SYNEENERGIE undertakes to extensively review it in order to scrutinise provisions that trigger tensions and deteriorate employee-management

relations, for lasting alignment with international labour standards and the socio-economic reality of the country.

## Ensuring a healthy, safe and respectful work environment

Labour relations will be the engine of the transformation to come. It should become a structured, regular and concrete results-oriented reality. SYNEENERGIE will advocate an increase in the number of legally-required meetings, the effective holding of Hygiene and Safety Committee meetings in establishments and rigorous monitoring of resulting recommendations.

Quarterly review meetings with the General Manager will make it possible to look at issues most important to establishments and ensure that they are solved. Regular discussions between Management and trade union officials will supplement this mechanism in order to anticipate and handle outstanding employer rights.

To ensure that this programme is effective, SYNEENERGIE will get tangible tools and dedicated structures. A bureau and a management system will monitor relations between employees and hygiene and safety committees. An organised mechanism for recording and reporting cases of harassment will be created, same as a bureau for monitoring claims and disciplinary committee hearings. In conclusion, a specialised team will constantly monitor the Collective Bargaining Agreement in order to continuously adjust it to changes in the workplace.

This 2026-2028 Destination is a responsible and honest commitment. It is hinged on a strong belief: worker dignity is non-negotiable; it is built, protected and guaranteed by a trade union majority that is strong, aware of its responsibility and resolutely turned towards the future.



## MEMBERSHIP TIP – What you get from SYNEENERGIE

Join SYNEENERGIE, it is not just about defending your rights. It is about **investing in your career, your professional value and your protection.**

**Exclusive benefits only for SYNEENERGIE members.**

- **Global Labor University (GLU)**  
Through our trade union confederation, UGTC, you can access certified online courses (ICT, Fair and Green Transition, History of Work). So far, 20 SYNEENERGIE colleagues are already GLU certified. Some of them are Parfait Tsegue, Bertrand Biehlu and Stéphane Mvégne.
- **GLU tutorials**  
SYNEENERGIE invests in Excellence & Transmission. We are actively supporting some comrades (Paule Planète Mahi, Julienne Dangwe, Ongla Johana, Atala Sylvie) in their GLU tutorial journey, to have lasting experts in the trade union.
- **Priority access to information**  
Trade union alerts, strategic information, defence in real time.  
**Knowledge is your first line of defence.**
- **The power of the collective**  
A network of **18 certified defenders**, and the strength of the biggest trade union family in Eneo, mobilised to stand with you.
- An interactive support system in SYNEENERGIE WhatsApp groups

## Remembrance & Solidarity

*“Today, there is a void in our ranks. Their memory is our commitment to unrelentingly continue defending rights.*

*They left us the example of their hard work and their energy.*

*In their memory, we will direct twice the solidarity to their families.”*

You can recognise a trade union in the loyalty it shows its own, even during the hard times.

SYNEENERGIE assisted, with respect and solidarity, during burial arrangements for several comrades who passed away; among whom:

- DJOCK née Sidonie Deville Mitandong (Koumassi)
- Irénée Mbengue Jombwe (Bali);
- Ekole Pehn Hans (Bonamoussadi)
- Njiki Njiki de la (DRE)
- TIEUGWEU Ivan Lionel (DRNEA)

By being present next to families, SYNEENERGIE reiterates a core value :  
**no comrade will ever walk alone, be it in the struggle, or in the grip of pain.**

*To those we have lost: we pay tribute and spare a thought.  
To their families: we say we stand with you as family.*



## 2028 PLAN

**You don't demand a majority; you build it!**

**SYNEENERGIE has shown its ability to act.  
The time has come to empower it to decide.**



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**Head office**  
P.O. Box 1054- Douala

**Contacts**:  
Mail : synergiee1@gmail.com / Tél. : 690 02 09 96 / 691 71 71 07

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