

newsletter

Dearest imec employees,

We want to express our sympathy to the family and acquaintances of the deceased person last week at the tragic accident on imec.

As BBTK–team we would like to keep you informed about ongoing issues or events via our website BBTK-Imec - <http://bbtk-imec.org/>, facebook [www.facebook.com/bbtkimec/](http://www.facebook.com/bbtkimec/) and our newsletter. For further questions or remarks, we are always available by mail or you can contact us personally. Also for questions about a subject we didn’t cover in our newsletter, you may contact us. By sending a brief mail to [bbtk.imec@gmail.com](mailto:bbtk.imec@gmail.com) you can make sure you automatically receive this newsletter.

**WE WOULD LIKE TO INFORM YOU THAT THE BBTK TEAM HAS BEEN PIONEER, AND HAS RIGOROUSLY CONTINUED TO PUSH UNTILL WE GOT A POSITIVE RESULT.**

**CORRECTION AVAILABLE DAYS WHEN PART-TIME WORKING:**

We would like to inform you that we have been able to reach agreement in collaboration with the Inspectorate on the days to be taken up for the people who work in the full-continuous system. I.e. Up to now HR claimed that, from the moment people who normally work 148 (Full Continue) hours per 4 weeks, and work part-time, via care leave, parental leave, time credit with motive, fell back to 160 hours system, and (as an example) wanted 80%, they had to come to work 80% of 160 hours, ie 128 hours, instead of 80% of 148 hours, which is 118 hours. So instead of 4 days, people only got 2.5 days, 1.5 days per 4 weeks too little. What on an annual basis more than 15 days,

In case of 80%, this is almost a month that people worked too much. To all who are in this system, go to the HR department for correction asap. Spread the word.

If you have any questions, contact your WNA from the BBTK team.

See O.R report of July:

<http://sapprtp1.imec.be:52100/irj/go/km/docs/IMEC_DBFS/Corporate/Councils/OR/minutes/OR20180702.pdf>

For the disadvantaged people who used to work in some form of time credit, the management and HR department promised to sit down with these people and find a solution.

To be continued.

**Leave scheme 2019 :**



After consultation with the people, there are, as every year, reasonable and justified objections of the shift employees in, among other things, the replacement of the public holidays and others. Here we are still working on a proposal that should be reasonable for everyone.

It also appears that the people who started here after 2013, no longer enjoy the 12 days' favor leave.

**This was certainly not in accordance with the agreements made on this subject, and imec applied on its own initiative. Here, too, the BBTK team has taken on a pioneering role, and only rigorously kept going to obtain a just agreement. From now on, the people who want to go for more holidays will receive the related premiums from the weekend. This is for a Saturday 50% and a Sunday 100%, when recording the recuperations that are connected to this, the wage will be paid with the corresponding shift bonus.**

**The BBTK team is here for you, do not hesitate to contact us!**

Collegial regards

BBTK team imec