



## NEWSLETTER

Dearest imec employees,

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.

### **Merger iMinds:**

What will change?

- We will get the opportunity to transfer ¼ of our 13<sup>th</sup> month to five days (one week) leave.
- Our meal vouchers will be raised from 6 to 7 euro.
- Bicycle compensation will be granted starting from 50% use instead of 75%.
- The salary scale for transportation allowance will be raised.

### **Bonus:**

4 out of 5 KPI's are achieved. This means we will receive 80% of our bonus. This only in case the revenue is achieved. This was still uncertain.

### **Work groups:**

Last year a work group was founded which will evaluate arduous occupations for older employees. For imec these are the shift-employees.

The BBTK-team finds that a lot about this topic is governed by law. Which is why we made the proposition to expand the scope of this work group to all older employees at imec.

We made some proposals, which the management will evaluate. More about this subject will be covered at a later date.

### **Changes for Hardware employees in weekend shifts:**

For years it was allowed for HW employees who had to work in the weekend, to do this in the early shift.

A single sided decision found this was no longer feasible, and results in these employees having to cover for a late shift.

This is the source of a lot of displeasure. That is why we did our utmost best to find a settlement in which everyone can agree.

### **Burnouts, lay-offs, displeasures:**

There are multiple cases of people already sitting at home with or being anxious to suffer from a BURNOUT. In a lot of these cases we reached a helping hand, this is our goal.

People getting fired, or in case of a CAP, please contact someone from our team as soon as possible so we can do our best to assist.

In several groups, there is displeasure about the way of working with the group manager. Also in these cases, our people are ready to help. This however does not mean we can fix everything, but if we are unaware of issues, we cannot solve them.

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

### **Topics :**

What about the IPA agreement: (only Dutch version, sorry for this inconvenience)  
<http://www.vlaamsabvv.be/art/pid/14337/IPA%3A-interprofessioneel-akkoord.htm>

Please check if the Index adjustment was performed in January.

Collegial regards  
BBTK team imec