

## SOCIAL ELECTIONS?

During the period from 9 to 22 May 2016, all workers will be called on to elect their representatives:

- to the Committee for Prevention and Protection at Work (CPBW) in companies with over 50 workers;
- to the Works Council (OR) in companies with over 100 workers.

1.6 million workers from over 6,500 companies – including you – will be able to participate in the social elections.

All workers (irrespective of nationality, so Belgian and foreign, unionized or not) who have been working in the same company for at least three months are entitled to vote, except for temporary agency workers. As they only work in the company for a limited period, they are not entitled to vote.

## WHY VOTE?

The social elections are the perfect opportunity to reshape the social and economic democracy in your company. You can make your voice be heard and elect colleagues who will defend your interests for the next four years.

The social elections are of capital importance. After all, you spend one third of a day at work...

Did you know that the members of the OR and the CPBW are able to:

- improve your employment conditions
- provide safer working conditions
- inform you about the economic situation of your company
- demand better or more training opportunities

Various electoral lists can be submitted (of different trade unions). On every list there are also different 'electoral colleges':

- blue-collar workers
- white-collar workers
- young people (if there are at least 25 workers aged under 25)
- managerial staff (only for the works council)

**A BETTER RECONCILIATION OF WORK AND FAMILY LIFE .  
HEALTH AND SAFETY.  
DECENT WORK.  
PROTECTING YOUR PURCHASING POWER.  
NO MORE INSANE FLEXIBILITY.**

**But we can't do this alone.  
To achieve these goals, we need your vote.**



**ABVV is needed more than ever!**

**As a shield against injustice and as an advocate of  
equality and fair working conditions.**



**VOTING IS GOOD  
VOTING ABVV  
IS BETTER**

**ABVV**  
**Samen sterk**

[www.abvv.be](http://www.abvv.be) @vakbondABVV vakbondABVV

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**SOCIAL ELECTIONS 2016**

**SOCIALE VERKIEZINGEN 2016**

**WWW.ABVV2016.BE**

**Every vote adds weight to the influence of your representatives. This influence counts when they meet the management and for making the voice of your trade union be heard.**

**The more votes ABVV receives, the stronger we are to represent, defend and protect your interests.**

### **WHY IS VOTING ABVV MORE IMPORTANT THAN EVER?**

Because ABVV combines consultation and dialogue with determination. ABVV looks for and finds solutions for problems that arise in the company itself but also outside. During negotiations in the sectors, in the National Labour Council or in the so-called Group of 10 (with the trade unions and the employers' associations), we always keep the worker as an individual in mind.

During these social elections, ABVV focuses on five major themes. These themes are combined with the specific situations in the sector or the company you work for. There is, however, much more to it. Climate-related challenges, youth unemployment, your pension... are just as important and deserve our full attention.

### **OUR PRIORITIES**

#### **1. A BETTER RECONCILIATION OF WORK AND FAMILY LIFE**

It is not always easy to combine work and family life. Buying groceries, preparing dinner, looking after the kids... In short, there are days when you are rushing from one thing to the other.

You can cope with all this if you have a well-balanced division of tasks between husband and wife, but your employer also needs to take this into account. For instance, he cannot ignore the possibilities offered by the social legislation, such as time credit, or punish the people who wish to use it.

Work schedules that take the reality of a family life into account are an example of the demands the representatives of ABVV can put on the agenda of the company.

#### **2. HEALTH AND SAFETY AT WORK**

You work to live, not to put your life in danger. An intense work schedule, the pressure to finish work and perform ever more can lead to carelessness, fear, unsafety or aggression. Every year, accidents at work occur, some with a fatal outcome. Some professions also hold great risks of occupational diseases.

Respect of the legislation concerning protection at work and safety rules, correct information about risks, well-adapted protection features, efficient labour organisation and prevention policy are domains which our representatives work on in the Committee for the Prevention and Protection at Work.

#### **3. DECENT WORK**

The workload is not merely an issue for heavy or arduous professions. In numerous sectors and professions – including many 'feminine professions' – workers are confronted with this problem, although it is often not recognized as such. One of the problems is still that stress is not taken into account, even though stress and burn-outs are well on course to become the most important occupational disease of our time.

Nowadays, workers need to work longer (increasing the retirement age to 67 and phasing out the regime of unemployment with company allowance (SWT)) and one tends to forget that they are not machines and that at a certain point they can't cope anymore.

ABVV has made decent work a priority. That is why we strive for well-adapted working conditions in the companies and for decent work during the entire career.

#### **4. PROTECTING YOUR PURCHASING POWER**

A wage equals more than what you receive at the end of the month. It also equals security for you and your family. And your wage also provides social security by means of contributions for your pension, health insurance etc.

Thus, your wage constitutes your purchasing power. To make sure you have enough 'power' to 'purchase', it's important that your income and the prices of goods and services are in balance. This balance is achieved by the automatic indexation of your salary, but also by wage increases that can be obtained through collective bargaining with your employer.

ABVV keeps on defending your purchasing power. The automatic indexation of salaries – which some people would rather get rid of – remains our number one goal that we will keep on fighting for.

#### **5. NO MORE INSANE FLEXIBILITY**

Under the pretext of 'expensive labour', the workers' statutes are reduced and we all have to become more flexible. Temporary labour contracts, one temporary agency contract after the other, being obliged to work part-time... have become a day-to-day reality for many workers. Other workers have to work overtime hours, often unpaid for and at very unpleasant moments. And in some sectors, social dumping causes a lot of damage and thousands of jobs are lost due to unfair competition.

In the companies, the representatives watch over the liveable and decent work organization and strive for the best labour contracts and the best statutes. At a European level, ABVV aspires to social harmonization in order to eliminate unfair competition.