

## WANT TO KNOW MORE?

Yes, I am interested but first I would like to have:

- additional information
- an interview with an ACV-CSC official

M  F  X

Name: \_\_\_\_\_

First name: \_\_\_\_\_

Address: \_\_\_\_\_

N°: Box: \_\_\_\_\_

Postal code: \_\_\_\_\_ City: \_\_\_\_\_

Telephone: \_\_\_\_\_

Mobile phone: \_\_\_\_\_

E-mail: \_\_\_\_\_

I am  a worker  an employee  a manager

Head Office of my company/organization:

Address: \_\_\_\_\_

N°: \_\_\_\_\_ Box: \_\_\_\_\_

Postal code: \_\_\_\_\_ City: \_\_\_\_\_

Telephone: \_\_\_\_\_

Give this card, duly completed, to an ACV-CSC delegate in your company or organization, or send it:

- either by post to: ACV dienst onderneming, Haachtsesteenweg 579, 1030 Brussel
- or by email to [socialeverkiezingen@acv-csc.be](mailto:socialeverkiezingen@acv-csc.be)

You can also fill in this card online at [www.wordacvkandidaat.be](http://www.wordacvkandidaat.be)

We will contact you as soon as possible.

*An application form will be sent to you. This form specifies your rights as a candidate (support, training, information, protection) and what ACV-CSC expects from you (listening to colleagues, defending democratic values, collaborating actively with ACV-CSC).*

*ACV-CSC complies with the Privacy Law and the European General Data Protection Regulation (GDPR).*



## ANY OTHER QUESTIONS?

Visit [www.wordacvkandidaat.be](http://www.wordacvkandidaat.be).

From November 2019, you will be able to chat via this website or ask your questions by phone on 0800 11 500.

Is there an ACV-CSC delegate in your company or organization? You can also ask for his/her advice.

V.U. Dominique Leyon, Haachtsesteenweg 579, 1030 Brussel – [www.hetacv.be](http://www.hetacv.be) - november 2019

# Social elections 2020

[www.wordacvkandidaat.be](http://www.wordacvkandidaat.be)



## KEEN TO DEFEND YOUR COLLEAGUES?

From May 11 to 24, 2020, the social elections will be an opportunity for workers to elect their representatives to the Works Council (WC) and the Committee for Prevention and Protection at Work (CPPW). An important moment for your company or organization... and why not for you? Perhaps you are the person we are looking for!

### Spokesperson

Delegates are the spokespersons for their colleagues. They listen to their questions and complaints, and discuss them with management. But their mission does not end there. Delegates seek to improve safety and working conditions, limit stress at work, or facilitate the balance between private and professional life. Their objective is also to maintain existing employment, ensure adequate remuneration, equal opportunities for women and men, and better training and promotion opportunities.

### A constructive spirit

ACV-CSC delegates always try to achieve these objectives in a constructive manner and in consultation with the employer. Good dialogue, good solutions: everyone wins. Dialogue as much as possible, action when necessary!



## AM I CAPABLE OF DOING THAT?

Becoming a delegate obviously raises a lot of questions. Am I capable of doing that? Do I have time to take care of it? What will my boss think of it? Will I be alone on this mission?

### Don't worry about it

The 60,000 delegates of ACV-CSC are first of all people who have a sense of justice, listening skills, and common sense. They're not superheroes.

### Do I have time?

You will of course have to spend time on your delegate assignments, but not at the cost of your private life. Most meetings and training sessions take place during the day and working hours. Each delegate can also count on the support of ACV-CSC. Its staff members are ready to support you in winning the elections and then in carrying out your mandate. You can also count on specialized training opportunities, information via the internet, leaflets, brochures, newspapers... In short, you will not be alone!



### Good to know!

*Workers' representatives are legally protected against dismissal and any form of prejudice. You will be able to speak and defend your colleagues freely.*

*All candidates on the list are protected against dismissal from January 12 -25 on – depending on the date of the elections in your company.*



## COMMITTEE FOR PREVENTION AND PROTECTION AT WORK

As soon as a company reaches 50 employees, it must set up a Committee for Prevention and Protection at Work (CPPW). Within this committee, the delegates deal with the following issues: prevention of accidents at work and occupational diseases, stress and workload problems, correct implementation of safety legislation, environmental protection, a pleasant working environment, etc.

## WORKS COUNCIL

Companies with at least 100 employees are required to set up a Works Council (WC). Within this Council, the delegates' main tasks are: employment policy, work regulations, economic and financial policy, training, and monitoring of social legislation.

As an ACV-CSC delegate, you also have your say in negotiating new collective agreements.