



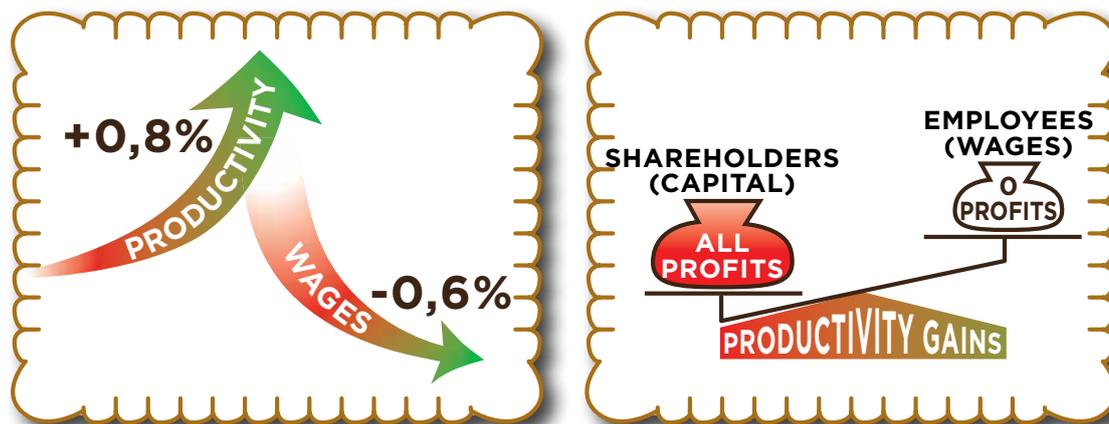
NATIONAL  
ACTION DAY  
14 DECEMBER 2018

The jobs, purchasing power, end-of-career possibilities and job quality of many citizens have been under considerable pressure over the last few years.

We are on the eve of the biennial negotiations for better pay and working conditions for all private sector workers.

**We are all creating wealth and  
we therefore deserve a share of this wealth!**

RECENT FIGURES FROM THE NATIONAL BANK OF BELGIUM REVEAL THAT:



OVER THE LAST FEW YEARS, THE **EMPLOYEES** HAVE HAD TO SWALLOW:

- an **indexation suspension**, higher bills and therefore less purchasing power
- even **more flexibility** and a higher **workload**
- **retirement age** set at 67
- erosion of **end-of-career arrangements** such as early retirement and end-of-career jobs (half-time employment and a reduction of working hours by 20% from the age of 55)
- **lower wages and temporary contracts for young employees** at the start of their career

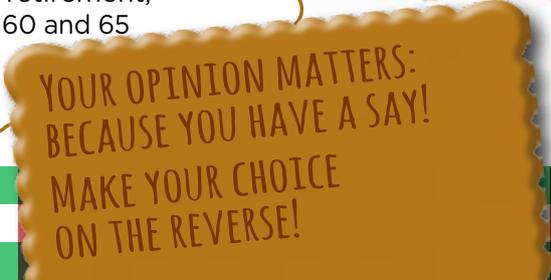
It is the employees who foot the bill, but **THIS STILL IS NOT ENOUGH FOR THE EMPLOYERS. THEY ARE TALKING ABOUT:**

- zero margin for **wage increase**
- the abolition of **wage scales**

**You deserve better!**

**SO IT IS HIGH TIME FOR:**

- **free wage negotiations** with respect for the wage scales
- a strong start of employment by means of **full-time, open-ended employment contracts**
- the prospect of **end-of-career arrangements** such as early retirement, end-of-career jobs and retirement options between the age of 60 and 65
- feasible and sustainable **working hours**
- **more colleagues** on the shop floor



YOUR OPINION MATTERS:  
BECAUSE YOU HAVE A SAY!  
MAKE YOUR CHOICE  
ON THE REVERSE!

Mark your choice and submit the form to your trade union representative!

## WAGE

The government is already making common cause with employers on zero margin for wage increase. They want to promote competitiveness by abolishing the wage scales: **What do you think?**

- It is high time for a pay rise: we are entitled to a share of the profits
- Wage scales are transparent and fair and provide certainty
- All profits should go to the employers and shareholders

## CAREER FROM START TO RETIREMENT

Under prime minister Michel, the government decided that we all have to work longer, even though more and more people fall ill. This decision has been applauded by the employers.

**What do you think?**

- The reintroduction of the general right to an end-of-career job from the age of 55 with an allowance for all employees and setting the retirement age at no more than 65
- Full-time jobs and decent wages for young employees at the start of their career
- We have to work longer, so that more public funds can go to the companies.

## FEASIBLE AND SUSTAINABLE JOBS

The government has a lot to say about feasible work, but introduced more flexible working hours. Employers are cutting hours and staff. Employees have to work overtime, often unregistered.

**What do you think?**

- There should be more staff on the shop floor with feasible and sustainable working hours
- A reduction of working time is a lever for labour reallocation and a good work-life balance
- We should work 24/7

## Action Day on 14 December:

If you make your voice heard, we will demand our rightful share of the profits for all workers!

Follow the motto of the joint trade union front:  
**"Together we make our voices heard".**

