

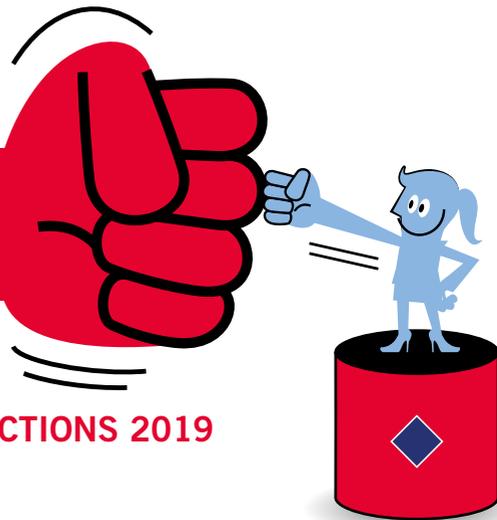
TRADE UNION SOCIAL ELECTIONS 2019



Together, strong for our future!

 **OGB-L**
Finance Sector

**Together,
strong for our future!**



TRADE UNION SOCIAL ELECTIONS 2019 *WE NEED YOU!*

The next trade union social elections will be organized in march 2019 within all companies with more than 15 employees. These important elections enable workers to elect their staff delegates, who will represent them in the upcoming five years.

TRADE UNION SOCIAL ELECTIONS 2019 *BECOME A CANDIDATE FOR THE OGBL FINANCE SECTOR*

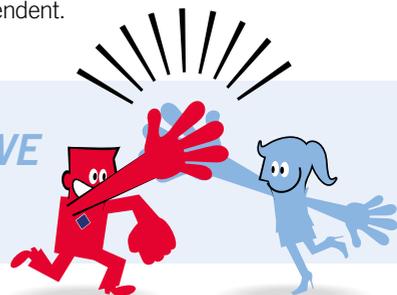
Want laws to be respected? **WE TOO!**

Want to improve working conditions and pay? **WE TOO!**

As OGBL Finance Sector delegate you will be part of a united, strong and reliable trade union.

- As the strongest trade union in Luxembourg, the OGBL, together with its over 72.000 members, can influence and shape social and economic policy and defend the collective and individual social interest of its members.
- The OGBL is represented in all sectors of the economy and holds an indisputable level of representativeness on the national and sectoral level.
- The OGBL is financially as well as politically independent.

**TOGETHER, WE CAN IMPROVE
YOUR (DAILY) LIFE.**



Becoming a staff delegate means

- Supporting and listening to your colleagues,
- Analyzing the challenges and problems within the company regarding the well-being, equality and health and security of all workers,
- Encouraging and facilitating social dialogue within the company **while closely monitoring working conditions**,
- Entering into discussions with the employer in order to improve the status quo: quality of life at work, stress factors, working time, remuneration and pay as well as job security,
- Receiving information regarding the economic and financial situation of the company, the work force, objectives as well as the future development of the company,
- Negotiating collective agreements in close cooperation with your trade union, having a say on certain internal regulations and decisions or regarding changes relating to work organization,
- Broadening your understanding and knowledge of labour law and social law.

BECOME A CANDIDATE *DEFEND THE RIGHTS OF YOUR COLLEAGUES*

Not sure about becoming a candidate? Don't feel up to the task?
You don't know anything or very little about the work of a staff delegate?

Don't panic! The work of a staff delegate is first and foremost **teamwork**.

As staff delegate of the **OGBL Finance Sector** you will benefit from our continuous support. We will help you get started, will support you with everyday tasks and offer you a large array of vocational training to choose from to further develop your skills, on topics such as labour law or social legislation.

Furthermore, we will keep you regularly updated and informed on current developments in the financial sector, nationally as well as internationally.

Up for it?

Submit your filled-out form to your OGBL staff delegate or to the OGBL Finance Sector.

Confidence, openness, diplomacy, listening skills, a constructive and engaging spirit, ... being a OGBL staff delegate develops a whole array of interpersonal and social skills which can help you in your everyday working and private life. Becoming a staff delegate means also learning and growing as a person.



"Being a staff delegate is a great tool to move things forward within the company. You become a key intermediary between the employees and management. So, if you think that you have it in you to take on this role, do not hesitate to dedicate yourself to help your colleagues. Indeed, it is not always easy and does require a certain ability to listen to people but you always manage to find solutions whatever problems you might be facing. I have been a staff delegate for 15 years now and all I have to say is: this role is absolutely inspiring and fulfilling. Go for it and improve life within your company."

Frédéric Lamorlette, staff delegate Six Payment Services

"Since my first mandate in 1993, I have taken on the challenge to bring together the professional and social aspects within my company. Since 2012 I have taken on the full-time role of staff delegate and will have 25 years of experience under my belt at the end of the year. It has enabled me to become a person of trust for my colleagues, to help develop and keep up social dialogue with the company, pursue new social objectives and foremost, defend the rights and social achievements of my fellow staff members. On many occasions have we come together to face a crisis as one and to find socially responsible solutions. The role of staff delegate is not the easiest but it is exciting and rewarding for sure"



Serge Schimoff, staff delegate BIL



"Being a staff delegate means to me to take on responsibility and to have the courage to speak for those who are not sufficiently protected. One has to earn the trust of his or her colleagues in order to efficiently defend their rights. You do not become a staff delegate out of personal interest but because you want to help others. It is most rewarding to help."

Denise Steinhauser, staff delegate BGL-BNP Paribas

"Being a staff delegate means representing all staff members of the company and to commit yourself to improve working conditions in the interest of all. My role includes defending and assisting staff interests in different areas and fields like labour law, health and safety, well-being, equality, organisation of working time or in time of disputes. I have come to understand that it is not enough to complain and criticise problems and shortcomings in the workplace. As staff delegate you are given the tools to act and make things move forward"



Eric Wolf, staff delegate Delphi



"Being a staff delegate means for me to protect our rights and achievements in the present and in the future as well as being able to express my opinion, even in difficult situations. It is not always easy but if we do not stand up and advocate for our rights, we will lose everything we have worked so hard for"

Brigitte Strub, staff delegate LaLux

OGBL Finance Sector
31, Rue du Fort Neipperg
(opposite to Adem)
L-2230 Luxembourg

Opening hours of our offices:
Monday to Friday from 8.30 to 17.00

Postal address:
BP 2031 L-1020 Luxembourg
Phone: 26 49 69-0 - Fax: 26 49 69-433
secfin@ogbl.lu

www.ogbl-finance.lu

ÉLECTIONS SOCIALES 2019

POSEZ VOTRE CANDIDATURE



Staff delegation elections

NOMINATION PAPER

The Undersigned

Last name First name

Born on in

residing at: Zip Code City

N° Street

employed by

Department

as

declares, upon signature, his/her candidature for the staff delegation elections de mars 2019.

as a candidate for the "Onafhängege Gewerkschaftsbond Lëtzebuerg" (OGBL) and to not withdraw his/her candidature.

Signature of the candidate

You qualify to become a staff delegate if you meet the following conditions:

- You must be at least 18 years of age at the day of the elections,
- You must have been continuously employed for at least 12 months by your employer at the day of the election,
- You do not hold the position of director, manager or head of department and must not be related (up to the 4th degree) to the head of the company.