



# Les Collègues Bleus

CGSLB Colruyt Group



# Newsletter spring 2024

## Seniority leave... a step forward!

With the merger of Colruyt Group Services and Technics, private label and retail services into the new Colruyt Group, a number of important steps were taken in seniority leave. During negotiations, we managed to **grant seniority leave from 2024 for CGS employees who were employed on 1 October.**

We were also able to **guarantee seniority leave entitlement and continued accrual** for existing Technics, private label and retail services employees during negotiations.

In our next newsletter, we will bring you an overview of the different systems.

## Stay tuned!

**Did you know** that reports from the Works Council (OR) and the Committee for Prevention and Protection at Work (CPBW) are available on the portal under "Consultative bodies". These reports can provide valuable insights into the activities and discussions taking place within these bodies, regarding issues such as human resources, workplace safety, human resources, hygiene regulations and more. It is always useful to consult these reports to keep abreast of what is going on within an organisation and to follow any significant developments.



## Deconnection... truth or faith?



Quickly answering a WhatsApp in the evening because the boss asks you something quickly... Everyone knows it, everyone does it sometimes. As a union, we discussed with the employer that the use of Whatsapp or other channels after working hours could give rise to additional concerns or complaints.

The employer acknowledged the need for clear boundaries between work and private time.

As an employee, are you experiencing that this is also having an impact on you? If so, be sure to talk to your supervisor or contact one of your delegates.

## Telework for performers?

Since the introduction of **teleworking** ikv TOP (time- and place-independent working), certain employees can work from home. As a union, we were asking for years! **For administrative executive employees, that possibility still does not exist.** The employer refuses to accede to the request to introduce teleworking for all administrative employees. Till today, we are still bumping into a 'NO' on the consultative bodies but **we are not letting go of this issue.**

Indeed, especially in times of traffic congestion, working from home can improve work-life balance and reduce stress. It is important that employers are open to this flexible working arrangement so that employees can work efficiently without unnecessary travel time.

**Because say it yourself: we could do it for two years during COVID, what makes that not allowed today?**



## Use your voice!

There will soon be another **social election**. Every four years, employees are given the chance to express their views in the workplace by whom they want to be represented on the works council and the Committee for Prevention and Protection at Work (CPBW).



Within Colruyt Group, the elections will take place from 13 May 2024. **Want to know more? Scan the QR code and stay tuned!**

## IT administration

Last year, it was decided that the work of the IT administration would be shifted to Colruyt India. A drastic decision for the employees involved. As a trade union, we fought to find a decent solution for every employee involved. **Even during those moments, you can count on the help of your union.**



## Visiting the labour doctor



Anyone visiting the employment doctor assumes that the interview will be conducted in understandable language. If the interview cannot take place in the employee's native language, you can always ask to postpone the examination. **Being heard in your mother tongue helps ensure that, as an employee, you are fully**

**informed and feel comfortable during the examination. This benefits both parties and the employer.**

## Works on the Brussels Ring Road

*"Due to works, there is a 20-minute delay on the outer ring road at Vilvoorde Viaduct."*

Such notices are a daily occurrence and have an impact on employees' travel times. Commuters are thus travelling longer and the works will last for years. We raised this at the works council and we think it is important for the employer to show understanding for the challenges colleagues face with traffic disruption. Having problems or misunderstanding? **Speak to your superior about this or if necessary, contact one of your representatives.**



## I'm in the wrong queue...

Do you also know the feeling of helplessness when you have to join the endless queues at the checkout during your lunch break at Willow Field?

After long insistence, we managed to get an extra till added in the canteen at Wilgenveld. Thanks to this express checkout checkout faster but keep in mind that there are no scales available for the salad bar!

