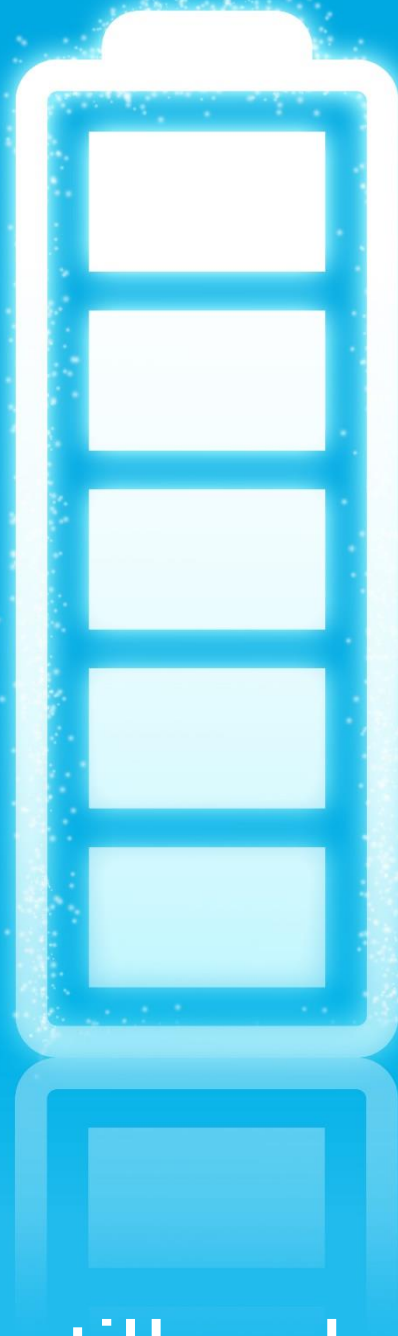


ACLVB - Colruyt Group



A union still makes sense!  
Our Accomplishments - Our Vision

**STEM 1**

***stem ACLVB***

## A union with common sense!

In recent years, the Liberal union provided a remarkable difference in social consultation!

Every four years, the company organises social elections. Our delegates have been very active in representing **employees** in recent years.

This allowed us to make a difference in a lot of areas. This does not always mean that we completely succeeded or got everything we wanted. After all, participating in social dialogue means **finding solutions**, always keeping in mind that the **well-being of the employee and the company** are important. Keeping that healthy balance ensures that you get **solutions** that are acceptable and defensible.

This is how we ensured a number of **positive changes** in recent years:

- ✓ Thanks to The Blue Colleagues, we provided a **purchasing power boost** in Colruyt Lowest Prices shops by **increasing meal vouchers** by €2 to €5.54 per day worked. We also provided a **shift bonus** for employees in the shops here.
- ✓ We ensured that those working in the shops before 6am or after closing will be paid with 50% surcharge.
- ✓ We supported **self-rostering**, allowing employees to have more impact on their own scheduling.
- ✓ We made sure that working **after shop closing** can only be done **on a voluntary basis**.
- ✓ We were **the only union** willing, during the past year-end, to allow voluntary work in the shops on Saturday night after shop closing.
- ✓ We managed to introduce **teleworking for a large group of central staff**.
- ✓ We ensured that the colleagues from Technics, Privat Label and Retail Services in service on 1 October 2023 could keep their **seniority leave and further accrual** during the transition to Colruyt Group. For all employees of those services, we were able to obtain that the **meal voucher was increased** to €8 per day worked.
- ✓ We could finally have **seniority leave** introduced for existing Colruyt Group Services employees on 1 October 2023.

## But the future is also full of challenges and we as a union must also be vigilant.

- In a constantly changing world, our job as a union is to ensure that a company known for its **'values-driven' approach** actually lives up to those values. This means constructively ensuring that (new) **managers understand, propagate and apply the 'corporate culture' themselves**. It is the daily task of a union representative of ACLVB - The Blue Colleagues to keep **a finger on the pulse of the various departments and represent colleagues' interests in individual cases**.
- Within Colruyt Group there are many **joint committees** with different rules and agreements. We must continue to monitor that the employer not only wants the best for the company but also takes into account the aspirations of the employees. We do this through intense consultation with ACLVB representatives at the national level so that they know what is alive and important to our colleagues on the shop floor. Our representatives take those views on board within joint committees and working groups.
- We as "The Blue Colleagues - ACLVB Colruyt Group" support the national campaign on purchasing power and increasing **the maximum amount of meal vouchers**. Here too, we must look within the group and work to **close the existing margins** for those groups that are not yet at the €8 maximum today.
- We could introduce **seniority leave** for existing Colruyt Group Services employees on 1 October 2023. However, for that group, there is no **accrual** linked to seniority yet. There is also no seniority leave for new employees at Colruyt Group yet. It remains important to keep this on the agenda.
- Today, **TELEWORK** can no longer be thought away in society. For a limited group of **executive employees** this is still not possible today, despite COVID having ensured for two years that everyone had to do this in practice. Even at times when the company was not or very difficult to reach, those employees were able to work from home. Here too, we want to continue the debate and look for structural solutions.

- As a trade union, we must dare to talk about **using flexijobs under certain conditions** and within a certain working framework but we must remain vigilant that flexijobs do not replace the permanent employment policy within Colruyt Group. However, saying 'no' without a substantiated position is far too easy and causes structural problems in staffing in many regions.
- We should be prepared to enter into the conversation with employers to see what options exist within the current legislation around cafeteria plans. At the same time, as ACLVB, we should work in parallel to improve legal protection for workers in cafeteria plans. In this way, it should **eventually** become possible to **convert** - on a voluntary basis - the **13<sup>e</sup> month** into a gross-net benefit or convert it into time.
- We said goodbye to Dreamland employees last year. Soon Dreambaby will also disappear from Colruyt Group. As a union, we have ensured that there are and were **sufficient guarantees** for the **employees left behind**. We will continue to support colleagues at Dreamland and Dreambaby as a union and take up our role even after the transition.

As Blue Colleagues, we are convinced that participating in social dialogue is best done with a constructive attitude.

It is not 'us' against 'them'. Only together do we find the right solutions.

This enables us to respond flexibly to changes made by the management. This then also means that management is willing to deviate from their original objectives. Just look at the social plan at Dreambaby, the initial conditions at the transition of Technics or the labour organisation at Colruyt Lowest Prices.

**BOOST**  
*consultation*

Nederlandse versie  
Version Français

