

Knowtam[✈]

Social Elections 2024

Elect your Staff Delegates and
the Chambre des salariés



Association Luxembourgeoise
des Pilotes de Ligne

Your votes matter!

by Executive Secretary Dirk Becker



Every five years, the employees in Luxembourg are called on to participate in the nationwide social elections to elect the members of the staff delegation in their companies and the members of the Chambre des salariés (CSL).

The next social elections will take place in March of this year, giving you the opportunity to elect your representatives for the next five years.

Both bodies, the staff delegation and the CSL, serve a vital function, especially in times, where the effective representation of employee interests is of immense importance. The changes in the airline industry - globalization, digitalization and the continued striving for liberalization - are factors that will continue to impact our profession and jobs, making it important that you make use of your right to vote and participate in both elections.

Most pilots would agree that our profession is a very special one and that due to its many unique aspects, our jobs differs in many ways from "conventional" nine-to-five jobs. To effectively represent the interests of the pilots in an airline a thorough understanding of the pilot profession in general and the job specific factors is essential. Only pilots will ultimately be able to represent the interest of their fellow colleagues! Unfortunately, history at Cargolux has shown what happens to our terms and conditions if individuals, who were either not pilots or were never elected by the pilots, claim to represent your interests. The outcome - unsustainable working conditions, e.g. implementation of the 'B-Scale' in 2015 - is still well known to many of you.

What happened in 2015 would most likely not have been possible with a staff delegation at Cargolux, which would have ensured that the interests of all employee groups, including those of the pilots, were respected. It took several years and a successful delegation election for us pilots in 2019 for a CWA to be signed in the same year, which removed the "B scale" and led to better working conditions for all pilots. The strong presence of pilots in the Cargolux delegation was also crucial to the outcome of the CWA finally signed in December 2023.

While the election of the staff delegation has a direct impact on the individual working conditions, taking part in the election for the CSL is important as well. The CSL is the forum for the employees to make their collective voice heard in legislative proceedings for amending or drafting laws, which affect all employees. Additionally, the number of votes a union receives determines, if this union is considered to be nationally representative. Only by achieving this status we can guarantee that our partner union, the LCGB, will be able to negotiate and sign collective work agreements which are in our interest in the future. This partnership provides our association the freedom to represent the interests of its members.

This edition of **Knowtam** should provide you with some insight into the elections, highlighting the most important facts about the CSL and the staff delegation and more importantly why you should vote.

Leading up to the elections in March, further information will be published in the near future including the list of candidates, how and where to cast your votes and how to make use of postal voting for the delegation election, a procedure we as pilots most likely have to rely on.

The message is clear and simple: Vote!

Social Elections

Every five years the employees in Luxembourg are called on to take part in the nationwide social elections. The next social elections will take place in March 2024.

In two separate elections the employees elect representatives of their respective occupational groups for the employees' chamber, the Chambre des salariés (CSL), and the staff delegations in their respective companies.

This edition of **Knowtam** explains why it is important that you participate in both elections, the tasks of the CSL and the staff delegation, and how you can participate in both elections.

Staff Delegation

The staff delegation, in short usually referred to as "*delegation*", is the legal body representing the employees within a company.

The delegation has to be informed and consulted by law on issues related to the working conditions. The involvement of the delegation is intended to improve the working conditions, work safety, improve on the job training and professional development opportunities and seek improvements of work-life balance, just to name some of the most important tasks.

The result of the delegation election will impact your future CWA!

While not being directly involved in the negotiations for a collective work agreement (CWA), the results of the delegation election determine, if a union could sign a CWA alone, even against the will of any other group taking part in the negotiations. The signing of the 2015 CWA at Cargolux highlighted what could happen to the working conditions of the pilot community, when the pilots were not adequately represented in the delegation.

While all pilots at Cargolux saw a deterioration of their working conditions, e.g. less limiting flight time limitations and rostering rules, those colleagues who were hired between 2015 and until the next CWA was signed in 2019 were hired under what has been commonly referred to as 'B-scale'.

*Vote to make sure,
that your interests will be
represented by pilots!*

The signature of the 2015 CWA was only possible, as the pilots were not adequately represented in the delegation at that time. The result of the delegation election in 2019 was crucial to sign the CWA in August of the same year, which abolished the 'B-Scale' and led to significant improvements for all pilots.

There are abundant reasons why the delegation election is important to each and every pilot. The recent history at Cargolux shows that the outcome of the delegation election has a direct impact on your future working conditions. It is therefore essential for you to put in the extra effort and time to cast your votes.

Delegation Election

Each employee of a company, who has been employed for at least six months on the day of the election, can vote.

At Cargolux the number of delegates to be elected is 16 plus the same number of substitute delegates. The number of delegates and substitute delegates to be elected depends on the total number of staff members employed by the company. Each voter has as many votes as there are full and substitute delegates to be elected, giving you a total 32 votes to cast.

If you will not be in Luxembourg on March 12th, you must request postal voting for the delegation election!

The election is according the rules of proportional representation. This is an electoral system in which the seats are distributed among the various lists in proportion to the votes received. The lists are created by the unions and the number of candidates on a list equals the total number of full and substitute delegates to be elected.

How to vote

The delegation election will take place on March 12th, 2024. Employees are entitled to cast their votes in the electoral office within the company

premises. Depending on the size of the company, there may be more than one electoral office. The exact location and opening times of the electoral offices will be announced by the company.

Changing schedules make it impossible for a pilot to know if s/he will be able to vote in the electoral office in Luxembourg on election day March 12th. Therefore, as a pilot you are entitled to cast your votes by postal voting, regardless if you would be on off, vacation, or rest days, or away on a rotation on March 12th.

Detailed information about postal voting will be provided in due time by your divisional board!

If you expect that you might not be in Luxembourg on March 12th, 2024, you are encouraged to request postal voting. Details on how to request postal voting will be communicated in due time by the company and by your divisional board.

Your divisional board will provide you with tips and guidance to ensure that you will be able to cast your vote and that your ballot will be received by the electoral office before the deadline on March 12th, 2024.



Chambre des salariés



CHAMBRE DES SALARIÉS
LUXEMBOURG

The CSL is the professional chamber of employees in the private sector. Every employee and every retiree who used to work for a private company in Luxembourg is automatically a member of the CSL. In total, the CSL represents the interests of more than 490,000 employees and retirees.

The task of the CSL is the protection of professional interests and the representation of its members.

The government must seek the opinion of the CSL on any draft legislation or regulation relating to the country's economic, financial and social policies. In addition to being involved in

the legislative process, the CSL is represented in state advisory bodies, the social insurance institutions (public health insurance, pension insurance, etc.) and in the labour and social courts.

The election result for the CSL decides if a union is considered as nationally representative.

Additionally the number of votes or seats a union has received in the elections to the CSL decides whether that union will be considered as a nationally representative union.



Only a nationally representative union can by law take part in all negotiations for and sign collective work agreements irrespective of whether this union holds any seats in the staff delegation in a company.

The supreme body of the CSL is its general assembly, which is made up of 60 elected members, divided into 9 professional groups. The employees of an occupational group elect their representatives within their professional group. The employees, including the pilots, of Luxembourg's airlines, belong to occupational group 5 "other services" and elect the 14 representatives of this group.

The election for the CSL takes place every five years as part of nationwide social elections. As employee you elect the representatives and deputies of your occupational group by secret ballot. The unions in Luxembourg present a list for each of the occupational groups. You will have the choice to vote either for a list or spread your votes amongst the candidates. The easiest and most effective way to cast your votes is to simply vote for a list.

The ballot will be sent to your home address, without you having to apply for it.

The CSL election takes place exclusively by postal vote. The voting documents will be sent to your home address without you having to apply for them in advance.

Nationally representative union

In order to achieve the status of nationally representative union, a union must have received at least 20% of the votes in the last CSL election. By participating in the CSL election, you determine which of the unions are nationally representative unions.

For us as pilots it is important that the LCGB retains its status as nationally representative union.

Who should I vote for?

To ensure that the ALPL, in close cooperation with the LCGB, can represent the interests of the pilots in negotiations for collective work agreements, it is essential that as many ALPL members as possible participate in the CSL election. This will ensure that the LCGB retains the status of a nationally representative union.

The ALPL Board recommends that you vote for List 1 by simply marking the circle above List 1 on the ballot.



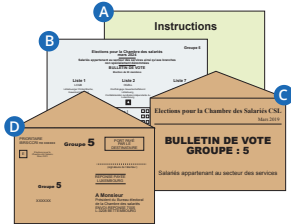
How to cast your vote for the CSL

The postal voting documents will be sent automatically to your address on file with the National Register of Natural Persons in the coming

weeks. Simply follow the instructions below to find out how to cast your vote for the CSL election.

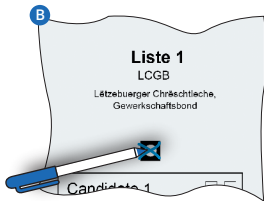
1 The official voting papers will be sent to you by mail, including:

- A the instructions how to vote
- B the ballot
- C the neutral envelope
- D the return envelope

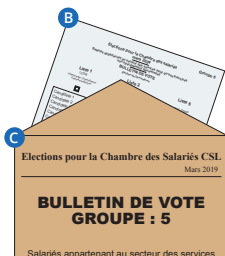


2 Vote for the LCGB candidates!

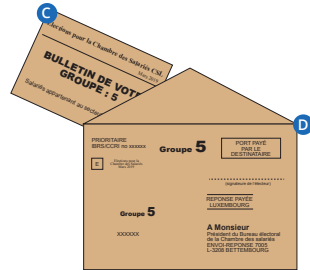
The easiest and most efficient method to vote is placing a 'X' in the circle above List 1.



3 Place the ballot in the neutral envelope and close the envelope

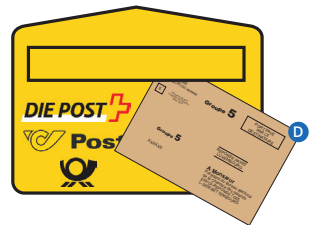


4 Place the neutral envelope in the return envelope and close the envelope



5 Mail the return envelope

Place the return envelope in any post box in Luxembourg or **ANY** other country, **NO** postage needed.





Association Luxembourgeoise
des Pilotes de Ligne a.s.b.l.

1A, Rue de Trèves
L-2632 Findel

Tél.: +352 43 53 53

office@alpl.lu
www.alpl.lu

Member of

