

## ELECTIVE GENERAL ASSEMBLY 2023

AFTER OUR VICTORY ON MAINTAINING THE NUCLEAR,  
STILL MANY BATTLES TO FIGHT.





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## EDITORIAL

### THE INESTIMABLE VALUE OF LEADERSHIP

BY PIERRE PIRSON, president NCK/CNC

I chose the miracle in Colombia to start this editorial to illustrate the inestimable value of leadership. As a reminder, the miracle is that 4 Colombian children aged 13, 9, 5 and 1 found themselves alone in the Amazon forest and survived there for 40 days after a plane crash in which their mother died.

A Colombian minister paid tribute to the eldest child, Lesly, aged 13, in the following terms: “It’s thanks to her, her value and her leadership, that the other 3 were able to survive with her care and her knowledge of the jungle”. Leadership... beyond the experience and the human emotion, I’ve rediscovered some of the values of true leadership that I hold dear...

First of all, real expertise. Surviving in the jungle with a one-year-old infant requires skills that she has been lucky enough to learn, but also the talent to master them. Then there’s composure, a sense of priorities and an unbelievable time management. Finding herself alone in charge in the jungle, after the death of her mother in a plane crash, with the responsibility for 3 children and 3 kg of cassava flour... .

The example doesn’t just highlight the need for hard and soft skills to succeed. For me, it also highlights some very important points:

- Diversity: for those who still have the slightest doubt, take the example of Lesly, a Colombian 13-year-old girl. It remarkably demonstrates

that age, gender, nor origin define leadership qualities.

- **Ambition:** I've always had great difficulty with the personal ambitions of many leaders. I have no doubt, however, that the ambition to succeed as a team is an important value.

Leadership is not specific to a job, a sector, or even a professional activity or life event. And in this case, saving the lives of her 3 brothers and sister is priceless.

At the GA, you chose a new board, of which I will be president for another two years. The aim of this board will be to defend the recognition of salaried professional and managerial staff and their value to Belgium and its citizens.

Because the main reason for my commitment is indeed a collective commitment: salaried managers are essential to maintaining and developing this country's activity, an activity that provides the means for social and cultural security and all other collective needs. The fight to save the nuclear industry has proved its worth, despite dogmatic resistance.

The pensions issue, where the Minister persists in wanting to tax executives even more, is an ongoing battle. The tax shift to return workers part of their value is obvious.

These are examples of fields of action that will be included in the social- and federal elections memorandum in order to continue our positive lobbying. We are not just doing it for ourselves, but in the interests of the country as a whole.





# CNC/NCK GENERAL ASSEMBLY 30<sup>TH</sup> OF MARCH 2023

BY PIERRE PIRSON, president NCK/CNC

This first full face-to-face AGM since the pandemic was a real success, both in terms of quantity and quality.

## News session on tax reform with two speeches from the political world

An infosession organised with the help of experts from PwC on tax reform ([link](#)) gave us a foretaste of what the Vivaldi has in store for us.

Some general measures are sympathetic (raising the exempt portion, raising the floor of the scale to 45%, etc.), yet the government's plans to attack the second pension pillar and the measures aggressively targeting company cars are quickly disillusioning. As for the latter measure, even though it is not part of the tax reform itself, it will affect the salary package of many executives: internal combustion cars will be totally penalised from 2026, and the deductiveness of both hybrids and even electric cars will diminish.

As for the second pillar, the government's plans are at odds with the social partners' agreement not to touch its taxation and, under the guise of tax fairness, simply create uncertainty that generally harms pension provision and misrepresents what is simply money acquired by workers through their labour.

We invited two members of the federal parliament to give us their vision of this tax reform. They were no less than the Chairwoman of the Finance and Budget Committee, Ms. Marie-Christine Marghem, and Mr. Wim Van der Donckt, who represents the largest opposition party, the N-VA.

Both speeches highlighted the lack of preparation and agreement on the content of this reform. It seems that the Minister of Finance is quite isolated, with so many differing opinions on the merits of both the measures and the timing of the action: any tax reform would not take effect until after the next elections in 2024.



## Annual General Assembly

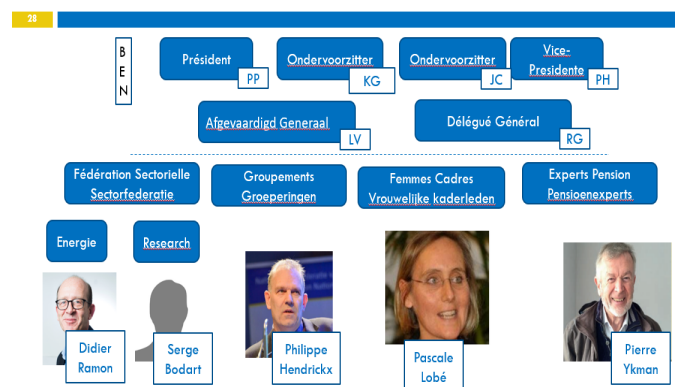


As is the case every two years, the GA was held to elect a new Board. And we are delighted to welcome two new Vice-Presidents: Muriel Wery from Automated System and Johan Criel from KBC. Both are strong personalities who are sure to strengthen our team.

### Nouveau Bureau exécutif National Nieuw Nationaal Uitvoerend Bureau



### Comité National Nationaal Comité



The GA was also an opportunity to amend our Articles of Association slightly in order to strengthen the NCK/CNC's independence in the future.

Finally, with both political and social elections approaching, our Vice-President Koen Gregoir has accepted the task of organising a consultation to update our list of demands over the coming months. A day of training and discussion in regards to the upcoming elections, probably in the form of a General Assembly, will therefore be organised after the summer. We hope to see many of you there!

# CNC/NCK'S SUPPORT FOR THE CONTINUED OPERATION OF TIHANGE 2 NUCLEAR REACTOR

BY ROLAND GLIBERT, GENERAL DELEGATE NCK/CNC

The CNC/NCK was present at the demonstration organised at Tihange on 31 January to keep the Tihange 2 reactor in operation. 31 January was the date set by the government for shutting down this nuclear power station after 40 years of service, in accordance with the 2003 law on phasing out nuclear power. 4 months earlier (September 2022), the Doel 3 nuclear reactor was shut down after 40 years of service.

The demonstration was organised by the citizens' group 'Standup for nuclear' with the support of numerous Belgian and foreign organisations and the presence of representatives of Belgian political parties (Marie-Christine Marghem MR, Bart De Wever and Theo Francken -N-VA).

All the participants condemned the shutdown of these reactors, which deprives Belgium of 2 gigawatts of low-CO<sub>2</sub> electricity at a time of energy supply and financial crisis.



The CNC/NCK joined this protest and issued a press release, which we are happy to share with you:

## **Closure of Doel3 and Tihange2: an economic, technical and climatic aberration**

CNC/NCK condemns the closure of the Doel 3 and Tihange 2 nuclear power stations, which produced electricity safely and economically for our country. All this is being done in order to replace them with intermittent energy sources, i.e. gas-fired power stations, or to import electricity from coal-fired power stations in Germany.

Our population and our industry will pay dearly for this policy of destruction, not to mention the workers at the Doel and Tihange sites, managers and technicians, who will be deprived of opportunities. The CNC/NCK, which includes a large number of engineers, has regularly intervened with politicians and the media to call for the maintenance and development of nuclear power generation in our country on the basis of technical and economic issues.

She reminded them of Belgium's high level of expertise in the nuclear sector (research and industry), which would be threatened by this policy of withdrawal.

# COMNAT/NATCOM welcomes Muriel WERY

BY ROLAND GLIBERT, GENERAL DELEGATE NCK/CNC

At the Comnat/Natcom in February, Muriel expressed her wish to take part in the NCK/CNC's activities. We welcomed her and congratulated her on her commitment. Our current women's representative will feel less alone, but there's still this small caveat: yet another engineer in our team!



Muriel is a civil physics engineer who works at Automatic Systems in Wavre. Automatic Systems is a company specialising in the design and manufacture of secure access systems for pedestrians, vehicles and passengers-by; in addition to Wavre, it has two factories in Persan/Paris (France) and Brossard/Montreal (Canada).

Muriel currently manages Product Marketing for the high-security ranges, having previously held other positions within the company.

She is NCK/CNC's delegate to the Works Coun-

cil, won over 70% of the managerial votes in the last social elections, where 2 seats were up for election. She is therefore the only representative manager on the Works Council alongside 4 delegates, divided between 2 workers' delegates and 2 employees' delegates.

The company (part of the Bolloré Logistics group) is in good economic health. Two days of teleworking have been negotiated for 2022.

Muriel is also Automatic Systems' representative on the Comité Commun des European Bolloré Companies.

# New Dutch speaking vice-president: Johan Criel

DOOR BAS PAUWELS : MEDEWERKER NCK

It is also with great pleasure that we would like to introduce you to Johan Criel, who, since our GA, has assumed the position of Dutch-Dutch-speaking vice-president. Johan is 61 years young, lives in beautiful Ghent with his wife Anne-Mie Mattheeuws, with whom he has two children and two grandchildren.



Moreover, just like Muriel, he has an impressive track record and a wealth of experience and knowledge, both professionally and personally.

Professionally, his career started with a background as a social worker and he has obtained several additional trainings and certificates, including that of recognised career coach. Johan now has more than 40 years of experience at KBC Bank, where he has held various positions, both managerial and content-specialised. Most of his career was spent in Human Resources, where he went through all areas, from recruitment and assessments to remuneration, pensions, social consultation and staff guidance. Johan was also office director of KBC Mariakerke for five years.

Currently, Johan is exempt as national coordinator of the NCK/PEOPLE@KBC, an independent association that provides active and constructive-critical advice on KBC policy. Johan is a bridge builder who acts as a point of contact for employees and management in an atmosphere of trust. This role has provided him with valuable insights and experience that he will obviously be able to apply in his role as Dutch vice-president. Moreover, Johan offers personal support to executives in various areas, such as pensions, extra-legal pensions, performance

problems, sanctions, career issues and social legislation. His extensive expertise in these areas makes him a valuable source of knowledge and guidance for guidance for colleagues within the company.

Besides his professional responsibilities, Johan also has a strong commitment to social and community activities. For many years, he worked as a director at the Angèle Verburcht foundation, a care institution for adults with motor and/or multiple disabilities. Here, he gained valuable experience in dealing with the challenges and needs of vulnerable groups in society. Moreover, Johan founded a family association in his hometown, where he organised various activities over decades. This involvement in social initiatives testifies to his commitment to making a positive impact on the community.

In addition to his national responsibilities, Johan also has an international focus. He represents the banking sector in the FECEC (Fédération Européenne des Cadres de Banques et des Établissements de Crédit), where he contributes to promoting cooperation and knowledge exchange between European banks. This international experience enables Johan to approach issues and challenges from a broader perspective, sharing valuable insights and best practices with the NCK.

In addition to his professional and social involvement, Johan is also gifted with an active personal life. He enjoys travelling, hiking and squash as hobbies, which is testament to his ability to strike a healthy balance between work and leisure. These activities contribute to his well-being and help him find energy and inspiration to fully engage in his professional responsibilities.

With his extensive experience, commitment to employee welfare and ability to maintain a healthy work-life balance, we believe he is the ideal choice to take on the role of Dutch-language vice-chairman, allowing us to continue representing the interests of our members with confidence.



## CALL TO OUR MEMBERS

### CNC/NCK MEMORANDUM

2024 will be a year of elections: European, federal, regional, local and social. This is an opportunity for the CNC/NCK to reaffirm our identity, our objectives and our priorities.

Natcom/Comnat, at the instigation of our Vice-President Koen Gregoir, has decided to launch a consultation of its members on a number of themes, covering not only the interests of professional and managerial staff in the social dialogue, but also those linked to our responsibility and skills in the debates that run through our society. The Belgian and European energy debate, to which the CNC/NCK is contributing, is an example of the contribution we consider essential for society.

A (non-exhaustive) list of topics we propose for consultation is given below:

- Position of the CNC/NCK in the social dialogue.
- Specific topics of direct concern to executives.
- Topics relating to social issues.
- Sector-specific themes.

The various texts of this memorandum will be approved at the AGM to be held in September 2023. A structure for carrying out this project has been set up and approved by Comnat/Natcom. It comprises a project manager, Koen Gregoir, assisted by a secretary, and theme managers. These theme-managers are volunteers whom we'll invite to join us.

Contact details:

koen.gregoir@bekaert.com (cnc- nck address to be provided); roland.glibert@nck-cnc.be

Practical details (presentation stages, planning, publishing, etc.) will be communicated to participants.

A number of Natcom/Comnat members have already come forward:

- Energy: Philippe Hendrickx
- Pensions and management: Luc Vinckx, Pierre Ykman
- Codetermination (Mitbestimmung ) participation of workers in management of the companies : Roland Glibert
- Chemicals sector: Pierre Ykman

## BENIFITS for our members

Terms and conditions: contact the secretariat.

For current or additional information see [www.cnc-nck.be](http://www.cnc-nck.be) members benefits

### 1 LEGAL COVERAGE OF OCCUPATIONAL RISK :

Supplementary insurance In the context of professional activity, this insurance relates to :  
to the civil remedy, to the criminal defence  
to civil defence  
to the driver's guarantee  
disputes arising from social legislation and the employment contract.

Annual premium: 35

### 2 HERTZ:

Car rental at 10% off the national price.

### 3 LEGAL ADVISE ON LABOUR LAW :

This legal advice is extended to family members living in the same household as the CNC member.

### 4 CARLSON WAGONLIT TRAVEL :

Discount offered on various trips ordered via the website: <http://leisureatwork.cwtonline.be/index.aspx>

### 5 TRAINING SESSIONS

The CNC regularly organises training sessions. These are free of charge for members (or with a minimal participation fee). Non-members pay the full rate (min. 145).

More information ?

Contact the CNC/NCK secretariat

[info@nck-cnc.be](mailto:info@nck-cnc.be)



## POLITICAL PARTIES IN THE SOCIAL DEBATE

Below are the words of the political parties that responded to our call. We would like to reiterate, if necessary, that the response of the political parties in no way commits the membership of the CNC, which is apolitical. The NCK/CNC's sole policy is to defend professional and managerial staff (see inforcadre 312).



Pension reform has been underway since the start of the legislature. We have carried out a historic revaluation of the minimum pension for the more than 800,000 beneficiaries.

The Pensions Minister has also raised the ceiling for calculating pensions, reformed the transition allowance for young widows, abolished the correction coefficient for the self-employed...

In July 2022, the government approved a number of important measures to support people into and out of work, and to reduce inequalities between men and women. It has undertaken to introduce a pension bonus for people who continue to work beyond the early retirement age. It has also made provision for periods of actual work to qualify for early retirement to the minimum pension.

Finally, part-time work will be revalued in the calculation of a minimum pension.

The work will continue over the coming weeks. The aim for the PS is to continue to reform in order to support women who are still too often penalised at pension time - but also to strengthen solidarity between high and low pensions.



As far as energy is concerned, after reluctantly agreeing to extend the life of two Belgian nuclear reactors (Doel 4 and Tihange 3), the green parties now seem very reluctant to support the development of new-generation nuclear power, in the form of small modular reactors (SMRs).

Yet the federal government has allocated an initial budget of €100 million for research into this technology. We condemn this lack of good governance. Security

of supply as part of a long-term strategic vision cannot be improvised. Public money invested in research cannot be wasted in this way. For the MR, we need decarbonised energy in sufficient quantities to ensure our supply and independence, but also low-cost energy to combat fuel poverty. In the latest barometer published by the newspaper *Le Soir*, 6 out of 10 Belgians were in favour of extending the use of nuclear power.

So now, more than ever, we need to lay the foundations for a sustainable and ambitious energy mix to prevent the lights from going out. On the issue of pensions, the MR has submitted some fifteen proposals to the government, with two main threads running through them: better valuing of actual work and convergence between the various pension schemes.

On the first point, the MR is proposing a review of the pen-

sion bonus.

It should only be granted to people who are able to go on retirement early. It should also be available to people who can take their statutory pension, to reward people who started their career later (on condition that they have at least half a full career).

We are also proposing to review the conditions for access to the minimum pension, by increasing the actual working time required to qualify, and by implementing the reform immediately, rather than in 2034 as initially planned.

The MR does not want to call into question the acquired rights of pensioners, but we do want to favour work and people who have contributed. That's what's bothering the PS. Nor is there any question of going backwards and once again allowing early retirement at 60, as proposed by the Minister for Pensions.

To ease the end of careers, the MR is proposing to introduce part-time pensions, which have been on the cards for several years. This would allow people to increase their income, as they would continue to contribute and increase their future pension, while at the

same time taking a break from work. It would, of course, be conditional on actual work.

It could also be accessible to people who have reached legal retirement age and wish to continue working afterwards. With regard to the convergence of statuses, the MR proposes to put an end to certain aberrations. For salaried employees, a year's career must include a minimum of 104 days to be taken into account in calculating early retirement.

For the self-employed, it is 156 days. We propose that it should be 156 days for everyone. It is also possible to take early retirement without ever having worked during your career. The MR is proposing a minimum of 30 years' actual work, each year comprising 208 days. We also want to put an end to special schemes and allow early retirement on the basis of the hardship of the job rather than the status. End-of-career adjustments (in particular through internal mobility) should also be possible for jobs that are physically and mentally difficult to perform once you reach a certain age.

Finally, there is a huge difference between the average pension of a self-employed person

(980 euros), that of an employee (1280 euros) and that of a civil servant (2500 euros). Calculating civil servants' pensions on the basis of their entire career, and not just the last ten years, would enable savings to be made. This «deferred salary» for civil servants is no longer justified today.

Finally, the MR is opposed to any increase in the taxation of supplementary pensions, which would constitute a new attack on people who have worked. We strongly reject the idea of taxing companies that do not employ enough older workers.

## DISMISSAL OF A SETCA UNION DELEGATE IN A BANK

BY NIKOLAAS VANSTEENKISTE, JURIDICAL SERVICE CNC/NCK & PIERRE PIRSON, PRESIDENT NCK/CNC

The main objective of this article is to use a real case to illustrate the fundamental elements or rights active in social dialogue and the exercise of representation: freedom of association, the right to dismissal, the right to privacy, confidentiality of company information, trust between partners, etc.. The information given below, even if reported in good faith, is not intended to be exhaustive and it is easy to imagine that the parties involved may raise objections or even consider it partial. However, as the case has been widely commented on in the press and the judgement is a matter of public record, anyone can add to their information as they wish.

### The context - a few facts

A special case arose at ING Belgium at the beginning of 2023 with the dismissal of a SETCa trade union delegate and his dismissal for serious misconduct before the Labour Court. Unlike a normal employee, the dismissal of a delegate for serious misconduct requires a procedure before the Labour Court, with the obvious aim of avoiding abuses. As a reminder, “serious misconduct makes it immediately and definitively impossible for the employer and the employee to continue working together”.

To justify this request, the bank considered that the delegate had for years shared confidential information not only with his ING affiliates but also with competitors.

In concrete terms, the delegate concerned shared his summary of the discussions at the end of the works council meeting, regularly accompanied by a copy of shared documents. The distribution list included addresses outside the bank and sometimes in competing banks, the explanation given by the defendant being that these were other SETCa representatives in other banks and that the documents copied were not classified as confidential within the meaning of the Works Council.

The bank denounced a “massive” mailing to

thousands of e-mail addresses. To build its case, the bank had carried out a search of the e-mails by its “special investigations” unit, which is used to researching both internal and external fraud cases in order to protect the bank and its customers. This raises the question of the competence of this unit in a case of social concertation.

On 24 April, the court dismissed the bank’s claim at first instance. The court paid little attention to the substance of the confidentiality issue, basing itself largely on CLA 81 ON THE PROTECTION OF THE PRIVACY OF EMPLOYEES WITH REGARD TO THE CONTROL OF ELECTRONIC COMMUNICATION DATA ON THE NETWORK.

In the short term, ING would have exceeded the limits set by the CLA in its control. The bank initially decided to appeal, but finally threw in the towel by simply paying the increased compensation to a representative for a ‘normal’ dismissal.

### Fundamental rights highlighted

1) “Either party may decide to terminate the employment contract at any time”. An employer always has the right to dismiss an employee. He “only” has to comply with the rules in force, which, in the case of particular situations, essentially mean a higher severance payment for “irregular” dismissal.

2) Freedom of association. In this case, an employee representative's emotional reaction was that management had gained access to his organisation's list of members through the investigation. For all those who see their role as representative as "defending the widow and the orphan", it is precisely the impression that the widow and the orphan are being attacked that emerges from this investigation. The decision of the Court of First Instance to reject the results of this survey is rather reassuring, even if this question has not been fully answered. It has been "eclipsed" by the right to privacy, which is also fundamental, but does not answer the explicit question: does the employer have the right to access a trade union's memberlist under certain conditions? "

3) The right to privacy. The court made extensive reference to the CTC81 on the right to privacy in electronic communications. The court therefore ruled that ING had failed to comply with the principles of purpose, proportionality and transparency with regard to data control. This interpretation is obviously favourable to employee representatives, as it reminds us that the employer cannot dispose of the representative's data as he pleases.

4) Confidentiality of information within the company. This is the 'emotional' point of ING Belgium's management, who feel that data vital to the company's future has been shared. Obtaining information from management is not always easy in works councils, even though it is a fundamental right. Establishing clear rules on confidentiality is obviously critical for... contribute to trust between social partners. In this respect, it should be noted that direct distribution outside the company is not to be recommended. And if it must be done (for example, to build a legal case in a social procedure), it should be limited to addresses that are clearly identifiable without ambiguity (for example, the official addresses of the CNC or those of our lawyers).

5) Trust between partners. We could write books on the subject, but it is clear that the quality of interpersonal relations has an impact on social dialogue. When you have to take refuge behind laws and official rules, it's often bad news. We can only encourage

you to understand the motivations of each party and to identify the limits, which are often more subjective than objective. But this is something that all negotiators know, and being an executive already very often requires this quality.

## **Summary of the first-instance judgment of the Dutch-speaking Labour Court of Brussels.**

ING initiated proceedings before the Dutch-speaking labour court in Brussels to obtain permission to dismiss Mr BREYER as a trade union delegate for cause. The starting point was that Mr BREYER was forwarding confidential information from the works council to external parties by e-mail.

The legally required conciliation attempts organised by the labour court did not bring reconciliation between the parties. On the merits, Mr BREYER's first argument was that the 3-day deadline to notify him and the union of the intention to dismiss him for urgent reasons was not respected. The court ruled that the 3-day deadline had indeed been respected as ING did not learn of the final report of the 'Special Investigations' until 10 February 2023 and only at that point was there 'sufficient knowledge' to send the registered letter to Mr BREYER.

Mr BREYER's second argument is that people are asking for the repudiation of the 'Special Investigations' investigation as the right to privacy and the right to freedom of association were violated by the investigation in Mr BREYER's mailbox. With the repudiation of this, there are no more grounds to proceed to dismissal for urgent reasons.

According to the court, ING breached the strict conditions (principle of finality, principle of proportionality and principle of transparency) of Collective Labour Agreement No 81 of 26 April 2002 (protection of employees' privacy with regard to the monitoring of electronic online communication data).

The court first stated that Mr BREYER's specific position should be looked at, namely chief staff representative with exemption from benefits so that the information he receives is exclusively in his capacity

as staff representative and, in this context, he disseminated the information to his trade union or the professional committee of the banking sector of BBTK.

The principle of proportionality (art. 6 CLA no. 81): monitoring should be kept to a minimum by collecting only global data necessary for monitoring. The court blames ING for not being able to submit specific written assignments that were requested from special investigations. ING claims to have given these assignments orally which, according to the court, is highly implausible. Moreover, the report would show that the request of 12 December 2022 was already a second request to investigate the e-mail addresses while ING maintains that it was a first request. Nor can ING reasonably justify the fact that subsequent investigations were extended specifically to Mr BREYER. The fact that he forwarded this to his personal e-mail address is perfectly justifiable, according to the court, for putting it in his personal diary. ING unreasonably went after Mr BREYER's membership and sympathy lists.

A disregard of 1 principle is enough to constitute illegally obtained evidence. For the sake of completeness, the court briefly discussed the principle of finality and the principle of transparency and found violations there too.

Transparency principle: Article 38 labour regulations show a beginning of transparency, in particular that ING has made a start to inform employees about the control system installed. However, ING cannot prove that the current internet code of conduct has been made known to employees. Mr BREYER was also not informed of the investigation at any time. Moreover, there must be a serious suspicion which, according to the court, was not the case in this case. The court even stated that there could be a criminal offence (art. 124 Act of 13 June 2005 on electronic communications) if the investigation was conducted without consent.

Principle of finality (art. 5 CLA no. 81): there are 4 purposes for which one could conduct this investigation. ING screens the protection of economic, commercial and financial interests and good faith but can-

not prove this according to the court. The document in question was not posted by ING on the confidential platform so they themselves are already not so secure with the security rules. Moreover, the information seems fully justified on the basis of its function.

Finally, ING refers to the Antigone case law which states that illegally obtained evidence may nevertheless be used under strict conditions. It can be accepted unless there is a lack of reliability and/or the right to a fair trial is compromised. The way the evidence was gathered is on the basis of a fishing expedition against Mr BREYER which is an aggravating circumstance to bar the evidence. There was also no contradiction since Mr BREYER was not informed of the investigation. Certainly in a subordinate relationship, equality of arms is important. The investigation was also insufficiently time-limited (more than 2 months).

The court does not address the weightiness of the compelling reason as the enquiry is excluded from the debates.

## CNC/ NCK: INFORMATION AND FACTS.

- The fourth trade union alternative that has been specifically defending the interests of professional and managerial staff since 1966.
- The CNC is an independent association.
- The CNC helps its members: per year +/-1000 individual interventions +/- 200 interventions at collective level.
- Gives a voice to it's members.

## OBJECTIVES OF NCK/CNC

- Improvement of working conditions for all workers including managers and executives
- The CNC/NCK is the only organisation that opposes fiscal and parafiscal discrimination.
- Defending our interests in a humanitarian context without belonging to a particular political party.
- Our association is fighting for legal recognition in order to be present at all levels of social dialogue.
- The defence of professional and managerial staff at European level through the European Confederation of Professional and Managerial Staff (CEC).
- Legal pension increased in relation to management contributions.

## SERVICES OF THE CNC/NCK

- **Individual juridical advise and assistance**
  - Conclusion of employment contract
  - Working out an amicable agreement
  - Secondment and modification of function
  - (supplementary) pensionplan
  - Evaluation of function
  - Dismissal and outplacement
  - Company car package
  - Restructuring
- **Collective services.**
  - Organisation of an executive association
  - Reorganisation in the company
  - Analysis of collective labour agreements
  - Closure or sale of the business
- **The NCK/CNC is present in the works council and supports candidates in social elections.**



### NATIONALE CONFEDERATIE VAN HET KADERPERSONEEL

Lambermontlaan 171 bus 4  
1030 Brussel

President:  
Pierre Pirson

Vice-presidents::  
Natascha Van Horenbeeck (NL)  
Koen Grégoir (NL)  
Philippe Hendrickx (FR)

### JURIDICAL SERVICE

Nikolaas Van Steenkiste (N)  
Frédéric Baudoux (F)

### NATIONAL SECRETARIAT

Mariem Guerroum (F)  
Bas Pauwels (N)  
Tel.: 02/420.43.34.  
Fax: 02/420.46.04.  
E-mail: info@cnc-nck.be  
Website: www.cnc-nck.be  
Bankrekeningnr: BE05 2100 6830 0075

V.U.: Pierre Pirson, Lambermontlaan 171 bus 4, 1030 Brussel

JAARLIJKSE BIJDRAGE ( € )	Bankoverschrijving	Domiciliëring	
		jaarlijks	maande
Actieve leden	145	135	11,5
Jonger dan 30 jaar	72	60	5,50
Gepensioneerden	61	50	4,00
Werklozen met uitkering, langdurig zieken	72	60	5,50
Echtparen	165	150	13,50

Collaborated to this issue:

Bairiot Jean-François (MR), Gillard Nicolas (PS), Glibert Roland, Gouat Philippe, Hendrickx Philippe, Jans Jeroen (CD&V), Pauwels Bas, Pirson Pierre, Van Wing Thomas (Openvld)

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De artikelen zijn gepubliceerd onder de verantwoordelijkheid van hun auteurs en geven niet noodzakelijk het standpunt van de NCK weer.*

