



CHAMBRE DES SALARIÉS  
LUXEMBOURG

**csl.lu**

**dialogue**  
UNE PUBLICATION DE LA CSL

The Chambre des  
salariés **acting in  
the interest of  
active and retired  
employees**



**I AM  
VOTING**

**MARCH 2019  
ELECTIONS**  
CHAMBRE DES SALARIÉS



**Social elections 2019**

**STAND UP FOR YOUR  
RIGHTS AND VOTE!**

Dear member,  
Dear employee,  
Dear retiree,

The **Chambre des salariés** (CSL) kindly sends you this leaflet to inform you that the Luxembourg social elections in Luxembourg are due to take place in March 2019, **both on a national level** within the CSL, **and within companies with at least 15 employees** (in order to elect their representatives within the staff delegation). As regards the elections within the Chambre des salariés, the aim is to elect the members of the plenary assembly, who will defend the interests of all employees and retirees through their appraisals and the public positions they will take over the next 5 years.

You are affiliated to the CSL and as such you are invited to take part in these elections of your representatives within our Chamber. Our leaflet highlights **the importance for all 500,000 employees and retirees to vote during the elections of March 2019**.

These elections are a pillar of the Grand Duchy's democracy, as they enable all employees and retirees, regardless of their nationality or place of residence, to make their voice heard by electing their representatives within the Chambre des salariés.

The CSL is **your voice in the legislative process** and in numerous socio-economic institutions of the country. It submits appraisals on all projects closely or remotely concerning its members, in order to defend their interests and those of their children.

Through your electoral support to the candidates of your socio-professional group, you can increase the CSL's force of persuasion within the Luxembourgish institutions, and enable it to wholly fulfil its role in having your status as an employee or a retiree acknowledged and credited according to its true value.

The Chambre des salariés is your professional chamber, which defends your interests as employees and retirees.

**We wish you successful elections!**



**Jean-Claude REDING**  
President of the CSL

# Appeal to the 500,000 active and retired employees!

## Who can vote?

In March 2019 more than 500,000 persons actively working or having retired from work in Luxembourg are invited to participate in the election of representatives for their professional chamber, through the “Chambre des salariés” elections.

Through their electoral support of the candidates, the members of the “Chambre des salariés” (CSL) will increase the power of conviction expressed by the Chamber in dealing with institutions in Luxembourg and assist in its role of furthering the fair acknowledgement and value of the employee status.

## DISCOVER THE CHAMBRE DES SALARIÉS

Its primary mission is to represent and safeguard the interests of active and retired employees. Below are described the duties and activities of the Chambre des salariés:

- **Consultation** through the preparation of opinions on bills and Grand-Ducal regulations as part of the legislative process;
- **Representation** through its participation in Government consulting bodies;
- **Information** by means of a series of publications for salaried staff and the working world;
- **Formative training** by contributing to the design and organization of professional training programs;
- **Continuing education** by offering adult training programs through the Luxembourg Lifelong Learning Center and more particularly for staff representatives;
- **Designation of employee representatives** to the Social Security organizations and Assessors to Labor and Social Security jurisdictions.



[www.csl.lu](http://www.csl.lu)



# Why vote?

## I CAN GIVE IMPETUS TO THE INFLUENCE OF SALARIED EMPLOYEES IN POLITICAL DEBATES, I AM VOTING!

The “Chambre des salariés” (CSL) uphold the interests of over 500,000 registered employees. It represents all salaried and apprentice staff working in Luxembourg, resident or borderer, as well as retired persons who worked in Luxembourg.

**The CSL is your voice in the legislative process and in an important number of socio-economic institutions in the country.**

## I WANT TO MAINTAIN MY LEVEL OF PURCHASING POWER, I AM VOTING!

In order to counter trends that reduce social security, the CSL draws position papers in the socio-economic sphere. It highlights economic and social trends that salaried employees must monitor attentively, such as asset redistribution, inflation, wage costs, etc.

The CSL makes regular contributions in this area concerning the legitimacy of the «index» that ensures continued decent levels of purchasing power. It has shown that the «index» does not negatively impact the competitiveness of Luxembourg's companies.

It has also shown that inequalities have increased in Luxembourg and that political measures to counteract this trend are needed.

## I AM WORRIED ABOUT MY RETIREMENT, I AM VOTING!

The CSL designates your representatives in Social Security institutions such as the National Pension Fund and the National Health Fund.

It draws up objectively supported positions to maintain and expand Social Security services.



In the debate on pensions, it has illustrated that there are alternatives to the social dismembering policies implemented by the last reform.

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## I INTEND TO PROTECT MY SOCIAL ENTITLEMENTS, I AM VOTING!

Before Parliament can vote on a law affecting salaried and retired persons, the Government must transmit the bill to the CSL so that it can formulate an opinion. It can also draw up bills by its own initiative.

As such, the CSL is fully associated with the legislative process. It produces around 80 opinions each year, dealing with areas such as the economy, taxes, social security, labor

law, housing, the environment, education and professional training, etc.

In one recent example, a CSL opinion criticized the reform of family allowances because it reduces the amounts due to families with several children and does not provide a mechanism to automatically adjust the amounts.

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## I WANT TO BE INFORMED ABOUT MY RIGHTS, I AM VOTING!

The CSL publishes electronic brochures and newsletters that explain salaried employees' rights in the areas of:

- layoffs;
- paid leave;
- pensions;
- illness;
- taxes;
- etc.

You'll find answers to your day-to-day questions and model forms for applications or for filing claims with your employer or the Government.

The CSL also publishes information in summary form on the social networks.



These publications are available on the market at modest prices or can be downloaded for free at: [www.csl.lu](http://www.csl.lu)



## I WORRY ABOUT MY FUTURE AND THAT OF MY CHILDREN, I AM VOTING!!

The CSL participates in organizing initial training and further education programs.

Fully aware that unemployment is closely linked to lack of training and in order to counter this the CSL offers a wide range of training at all levels, and which integrates different concepts, including evening and daytime training courses, introductory and advanced seminars,

university level training in conjunction with foreign establishments, skill certification programs, validation of experience acquired outside of formal education, etc.

This encompasses a wide range of subjects: accounting, legal, IT, social skills, human resources, finance, etc.

## Candidates

The Chambre des salariés is comprised of 60 elected members, divided into several groups. You vote for the candidates in your socio-professional category.

Generally, unions active in the various sectors prepare their own lists of candidates for you to choose from. You can either vote for a list of candidates or for a number of individual candidates, up to the limit of the number of candidates to be elected in your group.



### BREAKDOWN OF PROFESSIONAL CATEGORIES OF THE CHAMBER

**Steel industry:** 5 seats

**Other industries:** 8 seats

**Construction:** 6 seats

**Services and financial intermediation:** 8 seats

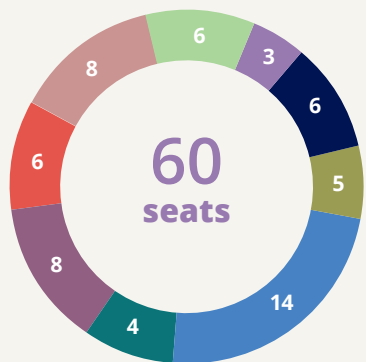
**Services :** 14 seats

**Government workers and public enterprises:** 4 seats

**Health and Social services:** 6 seats

**CFL :** 3 seats

**Retired persons:** 6 seats



Further information on [www.csl.lu](http://www.csl.lu)



# How to vote?

## HOW DOES ONE VOTE?

The date for the Chambre des salariés elections, which shall be conducted by correspondence, is set for 12 March 2019.

Each voter shall elect its representatives in the socio-professional category to which they

belong (steel, other industries, construction, financial sector, other services, administrations and public undertakings, health and social activity, CFL, pensioners).

## HOW IS THE VOTING SLIP FORWARDED TO THE VOTERS?

End of February 2019 at the latest, the President of the Electoral Office shall send the voting slips to the electors, by simple postal letter.

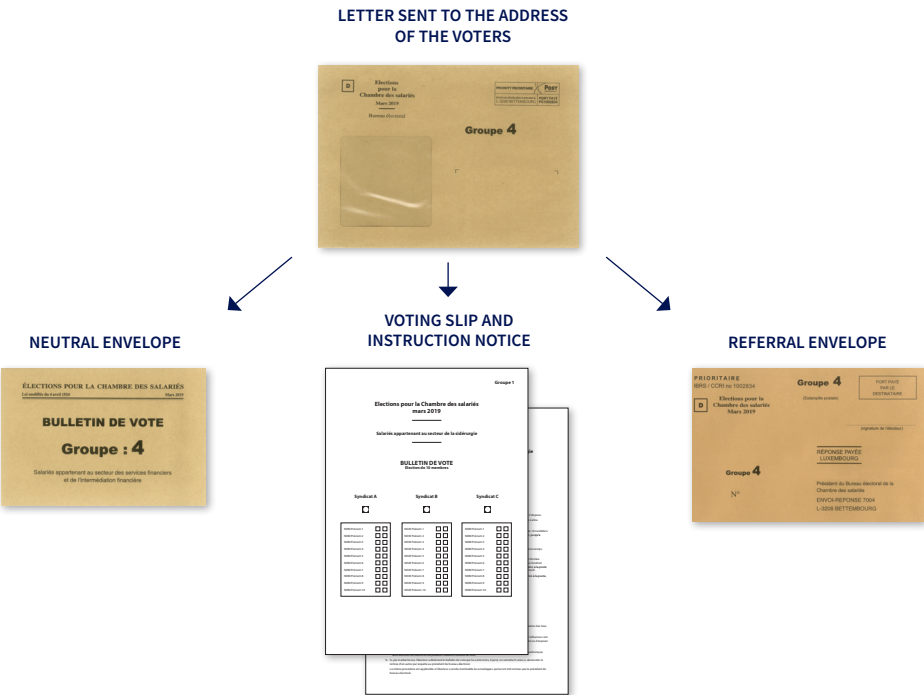
This letter shall include **the voting slips**, which shall be **placed in a sealed envelope** called the neutral envelope, left open and bearing the indication “Élections pour les chambres professionnelles, loi du 4 avril 1924” (elections for professional chambers,

Law of 4 April 1924) as well as the designation of the socio-professional category to which the elector belongs.

**A second envelope**, also open, shall be attached to the package and bear the address of the President of the Office, the electoral roll entry number and the wording “Postage paid by recipient”.  
**(referral envelope)**

## Voting slip obtained no later than end of February 2019

Dispatched by simple letter by the Electoral Office:



# HOW DOES THE ELECTOR SPECIFICALLY COMPLETE THE SLIP?

The voting slips indicate the number of lists of candidates, their denomination, and the name and forename of candidates.

Each elector has as many votes as there are effective delegates and deputies to elect in their socio-professional category.

The Bulletin below might correspond to a list presented in Group 1 (Steel industry) in which there are 5 effective members and 5 deputy members to elect. Each list shall be preceded by a box reserved to the voting list; two other boxes follow the surname and forenames of each candidate.

## Example of a list

with 5 effective members and 5 deputy members to elect.

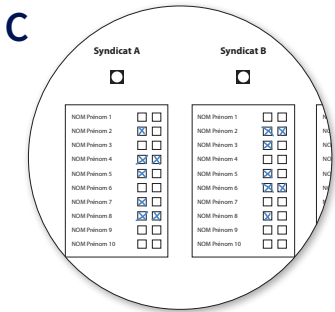
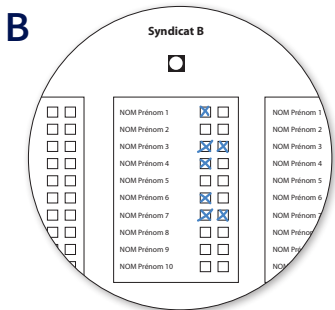
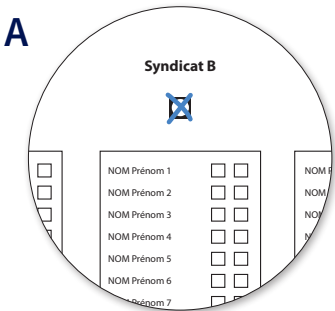
The list is composed of 10 members to be elected, listed in alphabetical order.

To complete his voting slip, the elector may proceed in two ways:

- A. Either he votes for a single list by filling in the circle in the box above the list or by inserting a cross (+ or x). They thus accede to that list in full and automatically assign one vote to each of the candidates on this list (voting list);
- B. or he distributes his votes in boxes behind the names of the candidates and thus allocate all his votes to the candidates in the same list
- C. or he distributes them between different lists (mix). He has as many votes as there are candidates to elect. He may allocate a maximum of two votes per candidate.

In our example of Group 1, the elector thus has a total of 10 votes. Each cross (+ or x) entered in the one of the two boxes placed behind the names of the candidates constitutes a vote.

You must choose one of these 3 voting methods. If the elector combines, for example, mode A and mode B, the ballot is invalid.





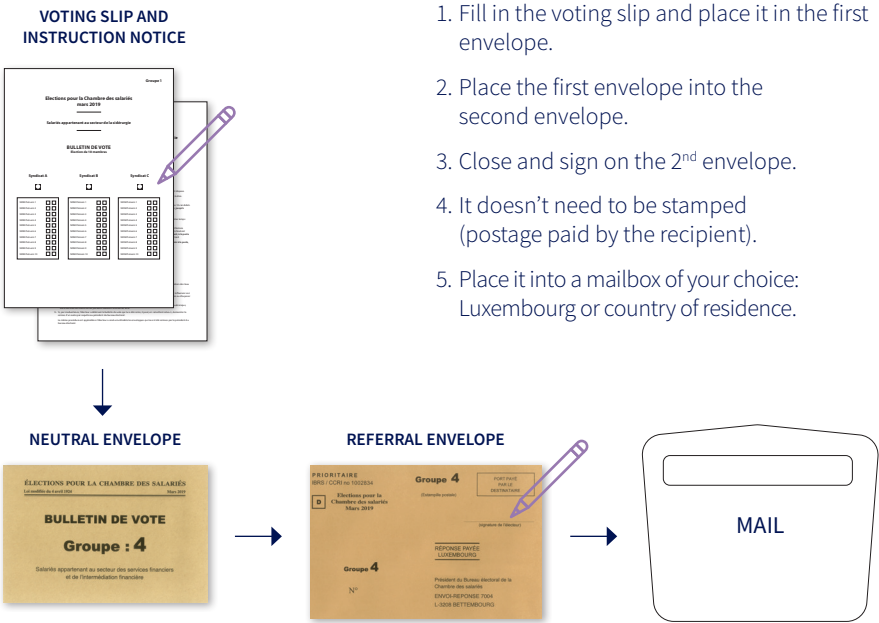
# HOW IS THE SLIP SENT TO THE ELECTORAL OFFICE?

After expressing their vote, electors fold **the slip** at right-angles and **place it into the neutral envelope**, which then close. The elector **places the neutral envelope in the referral envelope** bearing the address of the President of the Electoral Office, signs on the location indicated on this envelope for the elector's signature, **closes the envelope and sends it** by simple postage into a letter box, allowing sufficient time to reach the President of the Electoral Office for the poll date (that is, 12 March 2019) at the latest.

**Postage is paid by the recipient if the envelope is put into a mailbox, even abroad.**

**It is not necessary to place a stamp on the envelope.**

## Voting slip sent back for 12<sup>th</sup> March 2019 at the latest



**STAND UP FOR YOUR RIGHTS** and vote for the members of your professional chamber - the CSL.

**Every vote counts!**





APPEAL TO THE 500.000  
ACTIVE AND RETIRED  
EMPLOYEES, RESIDENTS OR  
CROSS-BORDER COMMUTERS  
**USE YOUR VOTING RIGHT!**

## Tentative **timetable**

### **FEBRUAR 2019**

Ballots sent out

Completed ballot must be sent to the voting station by mail well  
before 12th March 2019, deadline for the ballots to be received

### **12<sup>TH</sup> MARCH 2019**

Elections closed



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