



CHAMBRE DES SALARIÉS
LUXEMBOURG

dialogue
UNE PUBLICATION DE LA CSL

csl.lu

POUR MES DROITS JE VOTE!

COMMENT VOTER ? | WIE WÄHLEN? | HOW TO VOTE?

PARTICIPEZ À LA PLUS GRANDE ÉLECTION AU LUXEMBOURG.

NEHMEN SIE TEIL AN DER GRÖSSTEN WAHL IN LUXEMBURG.

TAKE PART IN LUXEMBOURG'S BIGGEST ELECTION.

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**YOU'LL
NEVER
WORK
ALONE.**

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Eleições sociais explicadas
em português



Dear affiliated member,

The **Chamber of Employees** (Chambre des salariés - CSL) sends you this leaflet to inform you that the Luxembourg **social elections** within the **CSL** are due to take place in March 2024.

The aim is to elect the members of its Plenary Assembly, who will defend the interests of all **employees, pensioners, apprentices and jobseekers** through the opinions and the public positions they will take over the next 5 years.

You are affiliated to the CSL and as such you are kindly invited to take part in the elections of your representatives within our Chamber. Our leaflet highlights **the importance for more than 600,000 employees, apprentices, pensioners and jobseekers to vote during the elections of March 2024.**

These elections are a pillar of the Grand Duchy's democracy, as they enable all employees, apprentices, jobseekers and pensioners, **regardless of their nationality or place of residence**, to make their voice heard by electing their representatives within the Chamber of Employees.

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



Nora BACK
President of the CSL

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 fulfill its role in having your status as an employee, apprentice, jobseeker, or pensioner acknowledged and credited according to its true value.

The Chamber of Employees is your professional chamber, which defends your interests as employees, apprentices, pensioners and jobseekers.

I wish you a good vote!



**YOU'LL
NEVER
WORK
ALONE.**

APPEAL TO MORE THAN 600,000 EMPLOYEES, APPRENTICES, PENSIONERS AND JOBSEEKERS!



WHO CAN VOTE? YOU CAN!

In **March 2024** more than 600,000 employees, apprentices, pensioners and jobseekers in Luxembourg are invited to participate in the election of representatives for their professional chamber, through the Chamber of Employees (Chambre des salariés - CSL) elections.

This vote concerns everyone, regardless of their nationality or their place of residence.

THE CHAMBER OF EMPLOYEES DEFENDS YOUR RIGHTS

Its primary mission is to represent and safeguard the interests of employees, apprentices, jobseekers and pensioners.

The missions and activities of the CSL are as follows:

- **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 employees and the working world
- **Designation of employee representatives** to the Social Security organizations and Assessors to Labour and Social Security jurisdictions
- **Initial education** by contributing to the design and organization of professional training programs
- **Continuing training** by offering adult training programs through the Luxembourg Lifelong Learning Centre.

You are automatically affiliated to the Chamber of Employees (CSL)

More information on: www.csl.lu



WHY SHOULD I VOTE?

TO GIVE IMPETUS TO THE INFLUENCE OF SALARIED EMPLOYEES IN POLITICAL DEBATES, I VOTE!

The Chamber of Employees (CSL) upholds the interests of over 600,000 people. It represents all employees and apprentices working in Luxembourg, whether residents or cross-border commuters, jobseekers, 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.

TO MAINTAIN MY PURCHASING POWER, I VOTE!

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

The CSL regularly contributes to discussions concerning the legitimacy of the «index» that ensures continued decent levels of purchasing power.

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

FOR MY RETIREMENT, I VOTE!

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 socially damaging policies implemented by the last reform.



TO PROTECT MY SOCIAL BENEFITS, I VOTE!

Before Parliament can vote on a law affecting employees, apprentices, jobseekers and pensioners, the Government must transmit the bill to the CSL so that it can formulate an opinion. The CSL can also draw up bills by its own initiative.

As such, the CSL is fully associated with the legislative process. It produces around 100 opinions each year, dealing with subjects such as the economy, taxes, social security, labour law, housing, the environment, education and professional training, and others.

In one recent example, a CSL opinion criticized the existing fiscal inequalities and the increasing tax charges due to non adjustment of the tax scale to inflation.

FOR MY FUTURE AND THAT OF MY CHILDREN, I VOTE!

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

Fully aware that unemployment is closely linked to lack of training and in order to counter this, the Luxembourg Lifelong Learning Centre of the CSL offers a wide range of training at all levels, which integrates different concepts, including evening and daytime training courses, introductory and advanced seminars, university level training in conjunction with foreign higher training institutions, skill certification programs, validation of experience acquired outside of formal education, and more.

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

More information: www.LLLC.lu

FOR MY RIGHTS, I VOTE!

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

- **layoffs**
- **paid leave**
- **pensions**
- **illness**
- **taxes**
- **and more.**

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 on sale in libraries or can be downloaded for free at: www.csl.lu



THE CANDIDATES

The Plenary Assembly of the Chamber of Employees (CSL) comprises 60 elected members, divided into several groups. You vote for the candidates in your socio-professional category.

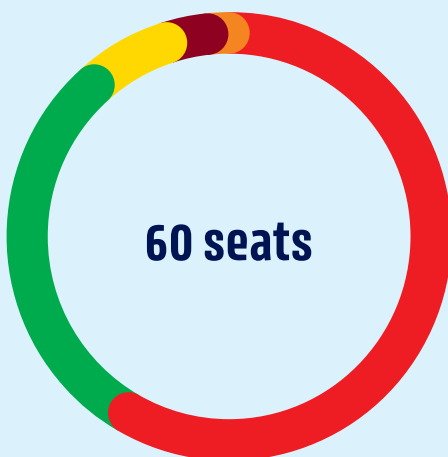
Unions active in the various sectors prepare their lists of candidates for you to choose from.

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.

DISTRIBUTION OF SOCIO-PROFESSIONAL CATEGORIES OF THE CSL

To ensure representation of the various socio-professional categories, the 60 members of the Plenary Assembly are divided into 9 groups.

1	Steel industry	5 seats
2	Other industries	8 seats
3	Construction	6 seats
4	Services and financial intermediation	8 seats
5	Services	14 seats
6	Government workers and public enterprises	4 seats
7	Health and Social services	6 seats
8	CFL (railway employees)	3 seats
9	Retired persons	6 seats
Total		60 seats



OGBL 35 seats

LCGB 18 seats

ALEBA 4 seats

FNCTTFEL 2 seats

SYPROLUX 1 seat

HOW TO VOTE?

HOW DOES ONE VOTE?

The final date for the Chamber of Employees (CSL) elections, which is conducted by correspondence, is set for **12 March 2024**.

Each voter elects his representatives in the socio-professional category to which he belongs (steel industry, other industries, construction, services and financial intermediation, services, government workers and public enterprises, health and social services, CFL, retired persons).

HOW IS THE VOTING SLIP FORWARDED TO THE VOTERS?

In January, until the end of February 2024 at the latest, the President of the Electoral Office sends the voting slips to the voters, by simple postal letter.

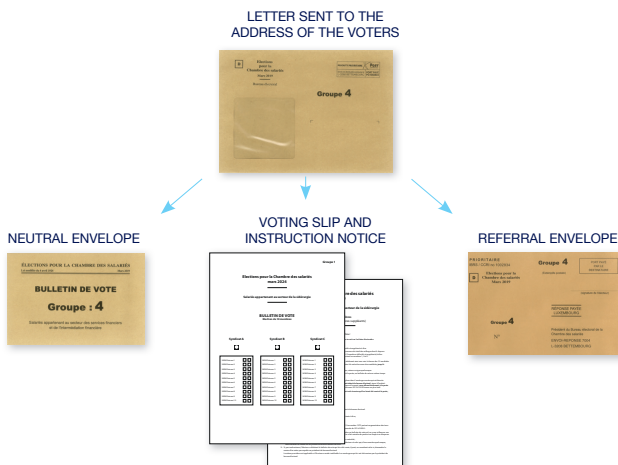
This letter includes **the voting slips**, which are placed in a sealed envelope called the neutral envelope, left open and bearing the indication “*Élections pour les chambres professionnelles, loi du 4 avril 1924*” (elections for professional chambers, Law of 4 April 1924) as well as the designation of the socio-professional category to which the voter belongs.

A **second envelope**, also open, is attached to the package and bears 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 JANUARY-FEBRUARY 2024

Dispatched by simple letter by the Electoral Office:



HOW DOES THE VOTER COMPLETE THE SLIP?

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

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

The bulletin below might correspond to a list presented in Group 1 (Steel industry) in which there are 5 full members and 5 substitute members to elect. Each list is 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 full members and 5 substitute members to elect.

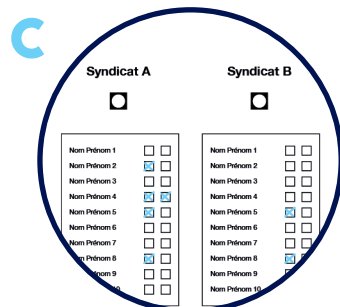
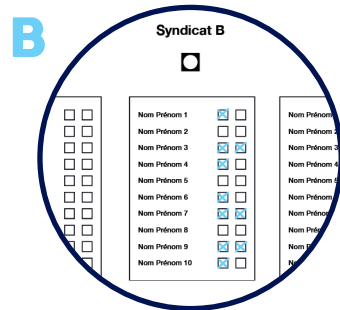
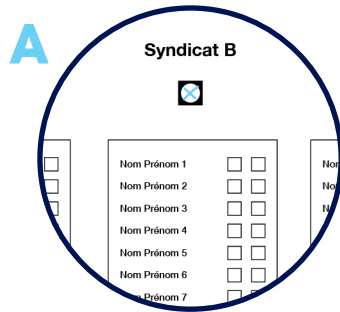
The list is composed of 10 members to be elected.

TO COMPLETE HIS VOTING SLIP, THE VOTER MAY PROCEED IN THREE WAYS:

- 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);
- or he distributes his votes in boxes behind the names of the candidates of one list and thus allocate all his votes to the candidates in the same list;
- 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 voter thus has a total of 10 votes. Each cross (+ or x) entered in 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 voter combines, for example, mode A and mode B, the ballot is invalid.



HOW IS THE SLIP SENT TO THE ELECTORAL OFFICE?

After expressing his vote, the voter folds **the slip** at right angles and **places it into the neutral envelope**, which he then closes.

The voter places the neutral envelope in the referral envelope bearing the address of the President of the Electoral Office, **closes the envelope and sends it** by simple postage into a letter box, allowing sufficient time to

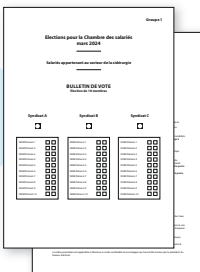
reach the President of the Electoral Office for the poll date (that is, 12 March 2024) at the latest.

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

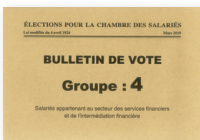
It is not necessary to place a stamp on the envelope.

VOTING SLIP SENT BACK FOR 12TH MARCH 2024 AT THE LATEST

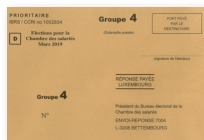
VOTING SLIP AND INSTRUCTION NOTICE



NEUTRAL ENVELOPE



REFERRAL ENVELOPE



MAILBOX



1. Fill in the voting slip and place it in the first envelope.
2. Place the first envelope into the second envelope.
3. It doesn't need to be stamped (postage paid by the recipient).
4. Place it into a mailbox of your choice: Luxembourg or country of residence.

Discover our captivating new series where employees wonder about **the CSL and the social elections!** Crazy situations and hilarious questions await you.



Scan the QR code
or go to www.csl.lu



Vous avez le droit de participer à la plus grande élection au Luxembourg.

Sie haben das Recht, an der größten Wahl in Luxemburg teilzunehmen.

You're eligible to take part in Luxembourg's biggest election.

Calendrier indicatif

- **Janvier-Février 2024**

Réception du bulletin de vote

Remise du bulletin à la poste possible dès réception mais en tout cas bien avant le 12 mars 2024, date limite de réception des bulletins de vote

- **12 mars 2024**

Clôture des élections

**YOU'LL
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Voraussichtlicher Terminplan

Januar-Februar 2024

Zusendung des Stimmzettels

Rechtzeitige Rücksendung des Stimmzettels per Post vor dem Stichtag des 12. März 2024

12. März 2024

Abschluss der Wahlen

Tentative timetable

January-February 2024

Ballots sent out

Completed ballot must be sent to the voting station by mail well before 12th March 2024

12TH March 2024

Conclusion of the election

I VOTE FOR MY RIGHTS!

**APPEL AUX PLUS DE 600 000 SALARIÉS,
APPRENTIS, RETRAITÉS ET DEMANDEURS D'EMPLOI,
RÉSIDENTS OU FRONTALIERS !**

UTILISEZ VOTRE DROIT DE VOTE !

**AUFRUF AN MEHR ALS 600.000 ARBEITNEHMER,
LEHRLINGE, RENTNER UND ARBEITSUCHENDE,
EINWOHNER AUS LUXEMBURG ODER GRENZGÄNGER!**

MACHEN SIE VON IHREM WAHLRECHT GEBRAUCH!

**APPEAL TO MORE THAN 600,000 EMPLOYEES,
APPRENTICES, PENSIONERS AND JOBSEEKERS,
RESIDENTS OR CROSS-BORDER COMMUTERS!**

USE YOUR RIGHT TO VOTE!



**YOU'LL
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