

## THE NEW NUCLEAR SPRING





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## EDITORIAL

BY PIERRE PIRSON, president NCK/CNC

2024 will have been a year of elections on all fronts, highlighting the risk of a breakdown in democracy.

In the social elections, voter turnout was down once again.

In the field of political elections, there was a (pleasant) surprise, with the relative failure of the extremist parties, a relative mandate for reform and the likelihood of a 5-party government (instead of 7 in the Vivaldi).

Alongside the three big traditional trade unions, which benefit from money through the unemployment and mutual benefit systems, as well as from acquired rights, it is difficult for us to exist and we are resisting more than we do progress, despite the efforts and remarkable gains of some of us.

Satisfying points:

- We have entered a series of new societies.
- We are resisting much better together than the independent lists, proving once again that united we stand strong.
- And let's not forget that without us, Belgium's energy infrastructure would have been in a much worse state, even if the winters from the end of 2025 onwards look problematic, and the cost of energy complicated for re-industrialisation. ▸

For me, this was the second cycle of social elections that I have had the honour of leading at national level, while remaining an executive and active company representative. I have therefore spent a lot of energy and personal time.

As I said in 2023, it's time for the CNCK to find a new president, with full batteries. I don't intend to disappear and I'll remain active, for example in the role of general secretary if the new committee so desires. True leadership also means being able to transfer power to others and supporting them.

The future starts today.



## GENERAL ASSEMBLY CEC, 6<sup>th</sup> OF JUNE 2024

–call for experts in diversity, sustainable leadership and artificial intelligence

BY PIERRE PIRSON, president NCK/CNC

The General Assembly was held in Copenhagen at the invitation of our colleagues from LEDERNE.

CEC, the European confederation of professional and managerial staff, is the organisation that enables us to participate directly in European social dialogue.

If this is purely coincidental, it was also a General Assembly to elect the new Executive Committee, which has to be elected every 3 years.

On the good news side, the Committee achieved gender equality. Less good news was the lively discussion on the representation of the smaller organisations, which are de facto not present on the new Committee. This was a good opportunity to point out that Belgium had obtained a written commitment to work on this issue, which was put on record at the General Assembly. It is also interesting to note that other organisations that did not follow us at the time are now seeing the need and joining our approach. To be continued.

As we will have a new board for 3 years, which will itself have to work with a new commission and a new social dialogue agenda, this is also a good opportunity to call on experts who want or will want to participate actively in social dialogue on the aspects of diversity, sustainable leadership and artificial intelligence.





## SOCIAL ELECTIONS 2024 - RÉSULTS AND PRESS CONFERENCE

BY PIERRE PIRSON, president NCK/CNC

Muriel Wery and Koen Grégoir, French- and Dutch-speaking Vice Presidents, represented the CNCK at the press conference at the end of the social elections.

A moment to look at the results and communicate the important elements.

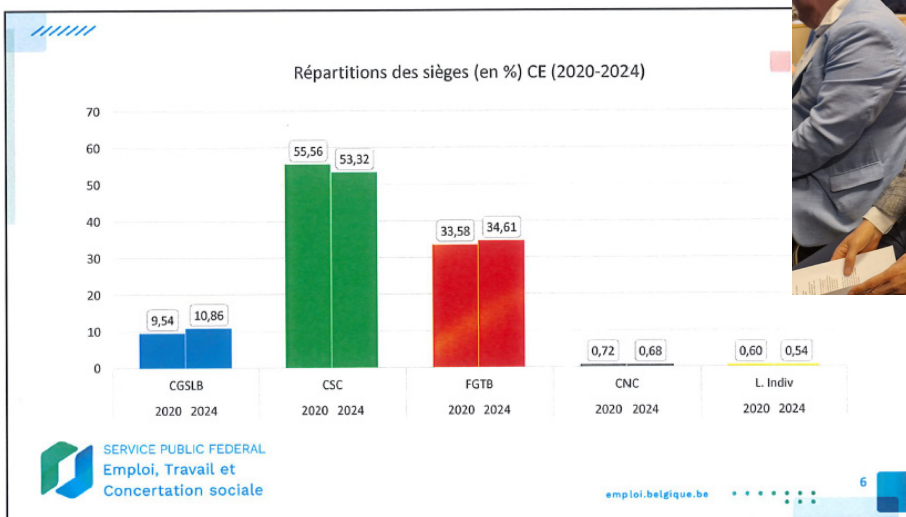
For the CNCK, this is traditionally the moment to remind people that we are not an organisation of permanent staff and that, for example, all the Presidents and Vice-Presidents of the CNCK were themselves democratically elected in their companies.

It was also an opportunity to recall the influence that our organisation has had, despite its size and limited resources, on issues relating to energy, pensions and taxation. For the coming years, and the legislative actions have confirmed this trend, valuing talent and work, taxation, energy and the necessary re-industrialisation will be on the agenda.

Looking at the results, there are no surprises: the CNCK is holding its own wherever it is represented, but it remains a challenge for us to replace the companies that are disappearing with new ones.

The participation of executives in particular, but of everyone except young people, is down. Given the proximity of the legislative elections, it was decided to mute this abstentionist trend.

We would like to thank all the candidates who supported the CNCK's fight, and congratulate the elected members and substitutes who now have the responsibility of representing their colleagues.



Koen Grégoir and Muriel Wery

# TRAINING AND JURIDICAL AID NEWLY ELECTED REPRESENTATIVES

BY PIERRE PIRSON, president NCK/CNC

While the quality of the CNCK's elected representatives is not in question, good legal support is essential.

As soon as the elections are over, the first priority is to train the newly elected members in the rules of the game.

It was with this in mind that the elected representatives were invited to take part in a training course at the end of May and beginning of June, organised by our lawyers and, for the first time, also in English, in order to adapt to the sociological evolution of companies and our representatives.

For those who were unable to attend, for whatever reason, the slides and recordings of the sessions are available on request from the CNCK secretariat.





## BELGIAN AND GLOBAL NUCLEAR STRATEGY

BY ROLAND GLIBERT, GENERAL DELEGATE NCK/CNC

Nuclear power was at the centre of 2 events, taking place on the 20<sup>th</sup> and 21<sup>th</sup> of March in Brussels. The first event was organised by the 100 TWh citizens' collective, and the second by the IAEA under the co-chairmanship of Prime Minister De Croo.

Henri Marenne, head of the 100TWh collective, recalled the aim of the movement: to inform citizens and political parties of the importance of nuclear power in our country's electricity production.

Marc Deffrennes outlined the strategic vision of 100 TWh for nuclear power in the Energy Transition. A good energy policy must be based on 3 pillars: the environment, the economy and the security of supply (reliability) necessary for a sustainable society.

Nuclear power has a central role to play in meeting these criteria and in the economic decarbonisation of electricity production. He recalled the historic role of nuclear power in Belgium, which was the first country in Europe to build a PWR nuclear power plant (BR3), a reprocessing plant (Eurochemic) and a MOX nuclear fuel production plant (Belgo-nucléaire), ...

The policy followed for several years in the context of the law to phase out nuclear power is undermining this experience. Nuclear power generation should be maintained at over 50% for baseload, with the remainder coming from renewables and their own management resources. This means maintaining existing plants in Long Term Operation (LTO) and building new generation plants. The nuclear (controllable)/renewable (non-controllable) split must be justified by an economic balance sheet that takes into account and correctly allocates all the costs generated by each form of generation.

Luc Sterckx, representing the Federation of Belgium Industrial Energy Consumers (FEBELIEC), spoke about the role of nuclear power in the energy mix for industry in Belgium: Belgian industry consumes 230-260 TWh/year of energy (gas + electricity), i.e. 40% of Belgium's total energy consumption.

FEBELIEC has a twofold objective in the context of the energy transition: to obtain a competitive price for gas and electricity for Belgian industries and to guarantee security of supply. With regard to the role of nuclear power in electricity production, FEBELIEC notes that the closure of nuclear power stations in Belgium on the basis of the 2003 law would lead to a sharp increase in greenhouse gases and would jeopardise our security of supply (Belgium already imports 10-15% of its electricity needs).

FEBELIEC therefore recommends maintaining existing power plants as long as their safety is guaranteed and there are no better and more economical technologies available. It supports investment in the development of new-generation reactors to improve energy efficiency and reduce waste. This implies revising the law on the moratorium on the construction of new nuclear power stations (2003 law).

The presentations concluded with a panel of 8



political party representatives (MR, Vooruit, Defi, Les Engagés, CD&V, PS, Groen, Open VLD) moderated by Dave Sinardet.

These representatives were invited to give their strategic vision of energy and the role of nuclear power in particular. Three questions were put to the participants.

### **Repeal of the 2003 law**

All participants were in favour of repealing this law, with the exception of the GROEN delegate and the PS, who abstained.

### **Means of generating electricity based on electricity imports.**

The participants pointed out that Belgium is part of the European electricity networks and trades with its neighbours. We therefore need to establish a level of dependence in order to position ourselves. From a structural point of view, the majority supported keeping the bulk of electricity production in our country.

### **Establishment of a scientific committee to analyse the energy strategy.**

All participants agreed to entrust a scientific committee of experts with the analysis of an energy strategy to advise the government.

### **Nuclear Energy Summit**

On 21 March world leaders gathered in Brussels for the first ever Nuclear Energy Summit.

Co-chaired by Prime Minister De Croo and the Director General of the International Atomic Energy Agency (IAEA) Grossi, this summit follows the historic inclusion of nuclear energy, agreed at COP28, in the technologies designed to work alongside other energy sources to reduce carbon emissions and promote sustainable development.

Prime Minister De Croo declares himself in favour of an energy mix that includes nuclear power. He mentioned the long-term operation of the Doel 4 and Tihange 3 reactors and investment in nuclear innovation at the CEN/SCK (SMR, fourth-gen-



eration reactor). At the same time, the Belgian government is aiming to quadruple its North Sea wind generation capacity to 8 GW (2040).

The opening speech by the President of the European Commission signalled a change underway within the European Union. Of course, the challenges remain enormous, but the political signal has been given. In particular, she stressed the importance of LTO for the next two decades.

More than 30 countries were represented at the summit. Their delegates reported on the situation and their plans for nuclear power generation. Among the countries present, the Chinese delegate indicated his country's ambition to reach a nuclear reactor capacity of 400GW(e) by 2060. Global capacity in 2022 was 392 MW(e).

Activists (Greenpeace) attempted to block access to the summit. They denounced the use of nuclear power as sabotaging the energy transition. This can only be achieved with safe and reliable energy generated by 100% renewables.

The CNCK took part in the Stand up for nuclear demonstration on the summit site, alongside delegates from 100TWh and representatives from Italy, the USA, Denmark, the Netherlands, France and Germany.

The message to Belgian and international leaders was: let's build more nuclear power, investment and development of nuclear energy are necessary to achieve our energy and climate goals.





## CNCK, MEMBER OF THE FEDERAL ADVISORY COUNCIL FOR THE ELDERLY

BY JOHAN CRIEL, DUTCH VICE-PRÉSIDENT CNCK

The **Federal Advisory Council for the Elderly** (FAVO) gives the elderly a voice at the federal level. Until 2012, only an advisory body for pensions (the Advisory Committee for the Pension Sector) existed for the elderly at the federal level.

The Federal Advisory Council for the Elderly takes over the task of this advisory council and extends it to all matters that fall within the competence of the federal government and concern the elderly.

The Federal Advisory Council for the Elderly falls under the joint competence of the Minister for Pensions and the Minister for Social Affairs.

The Federal Advisory Council for the Elderly has the following missions:

1. It issues opinions on its own initiative or at the request of the federal government or one of the Legislative Chambers on pensions, equal opportunities, social inclusion and poverty, accessibility to health care and mobility, insofar as federal competences are concerned;
2. It reviews the matters on older people in the government's annual policy statement;
3. Evaluating the quality of services provided by federal administrations;
4. It delegates, at the request of a member of the government, observers to advisory committees set up within the framework of the European Union.

### Plenary

The plenary is composed of the 25 voting members of the Council and members with an advisory vote. Decisions are taken in the plenary (e.g. approval of opinions).

### Bureau

The Bureau consists of the President and Vice-President of the Council, the Presidents and Vice-Presidents of the 5 Standing Committees and members with an advisory vote.

The Bureau is responsible for the technical and administrative coordination of the work of the Advisory Council and the various working groups or commissions.

## Commissions

FAVO consists of 5 Commissions:

- Pensions Committee
- Commission on Social Inclusion and Combating Poverty of Opportunity
- Equal Opportunities Commission
- Committee on Access to Health Care
- Committee on Mobility

Additional committees (temporary or permanent) may be established.

Commissions are composed of voting members of the Council and members with an advisory vote competent for the matter under discussion in the commission. The actual composition varies from committee to committee.

The Committees are in charge of preparatory work. Here, among other things, policy statements are discussed and opinions prepared.

CNCK is a member of both the plenary, the pensions committee and the supplementary pensions committee. It is represented as an effective member by Johan Criel, CNCK Dutch vice-president, and Myriam Deprez, as deputy.

The pensions committee was tasked with drafting a memorandum for the future government. Within this assignment, the following priority themes were retained:

Calculation of the statutory pension: assimilated periods, strengthening and maintaining the first pillar, simplification of the calculation method, taxation, pension based on points, ...

- **My Pension** - expansion of simulation possibilities
- **Second pillar** - retention of capital allowance option and current taxation and generalisation of the second pillar for all workers
- **Abolition of solidarity contribution**
- The **income guarantee** for the elderly (IGO)
- **Influence of European policy on our pensions**

We would also like to refer to our memorandum '[see Kaderinfo/Inforcadre January 2024, pages 10 and 11](#)'. For us, this forms the basis of the discussions in FAVO.

Your input/questions are as always welcome to email [info@cnc-nck.be](mailto:info@cnc-nck.be)

# MEETING CNCK - STUDY CENTRE OF SOCIALIST PARTY

PAR ROLAND GLIBERT, DÉLÉGUÉ GÉNÉRAL DE LA CNC

The CNCK had the opportunity to meet with representatives of the Institut Emile Vandervelde (IEV), a study centre of the Socialist Party. The concerns of professional and managerial staff were presented in the form of a Memorandum.

The Memorandum was the subject of intense discussions among the responsible executives of the CNC, all of whom participate on a voluntary basis in the management of this union for the defence of professional and managerial staff.

Among the 6 main themes and areas of demands contained in our attached Memorandum, the following points were raised

- Combating the shortage of skilled talent. The net salary of young professional and managerial staff at the beginning of their careers has fallen by 25% since 1990, according to a study carried out by the CNCK. At IEV's request, this study will be forwarded.
- Democratisation of social dialogue

The CNCK is calling for the possibility of signing CLAs at company/TEU level for the managerial and executives category. Companies where professional and managerial staff are in the majority are deprived of this right, which means translating European law on social dialogue into Belgian law.

In the same way, it would be necessary to allow professional and managerial representatives ac-

cess to the CPPT, which would make it possible to cover important subjects such as stress in the organisation of work. Alternatively, merging the CPPT and the CE into a single representative body would be a solution better suited to today's economic situation.

## Diversity and inclusion

The CNCK supports gender equality and cultural diversity. It notes the observation by Nobel Prize-winning economist C. Goldin that the pay gap between men and women begins to appear after the birth of the first child.

Parental leave should be better valued, as should the introduction of grandparental leave without penalising their pension rights.

## Pensions

The CNC calls for equality between schemes (employee, civil servant, self-employed): equivalent contributions, equivalent legal pension. It opposes any retroactive effect on first and second pillar rights.

## Energy sector

Through its members, the CNC has considerable expertise. During the energy debate, it made this expertise available to the bodies of the PS. As a reminder, the CNC defends the maintenance and development of nuclear generation and warns against the excessive growth of inter-management of senior executives.



## The banking sector

Banks are victims of excessive regulation imposed by the State. Citizens have the right to a basic banking service, but the bank must verify its legality. The banking sector is suffering from the impact on employment of the digitisation of its activities (outsourcing of jobs) and is faced with the management of senior executives

## Chemical and pharmaceutical sector

This sector is suffering from rising energy prices and intra-European competition.

## Research sector

The CNCK is satisfied with the 3% level of investment in research in line with SP policy. It supports the MYRRHA project in the nuclear sector.

The IES representatives voiced the SP's concerns about end-of-career arrangements and the effect of part-time work on social policy. T

he right to resign was also discussed.

Finally, the CNCK insisted on the elimination of discrimination against professional and managerial staff through their lack of recognition in social dialogue and the level of taxes applied to their wage bill.

The CNCK is aware of the social needs of the population, which are mainly financed by taxes on labour, but questions the effectiveness of the services provided to the population.

# 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).

## 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

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Koen Grégoir (NL)  
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JAARLIJKE BIJDRAGE ( € )	Bankover- schrijving	Domiciliëring	
	jaarlijks	jaarlijks	maandelijks
Active members	145	135	11,5
Younger then 30 years	72	60	5,50
Pensionated	61	50	4,00
Unemployed with unemployment benefits, long-term sickness	72	60	5,50
Couples	165	150	13,50

Collaborated to this issue:

Johan Criel, Pierre Pirson, Roland Glibert, Bas  
Pauwels, Serge Bodart, Philippe Gouat

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