

SOCIÉTÉ GÉNÉRALE LUXEMBOURG

OUR DETAILED PROGRAM

Liste
List **2**
OGB•L

12.03.2024

Élections
Délégation du personnel

Elections
Staff delegation

OGB•L
— D'GEWERKSCHAFT

#1

**LET'S DARE TO WORK WITH
A MODERN, QUALIFIED,
MULTIDISCIPLINARY TEAM**

For the professionalization of staff delegation

#2

**LET'S DARE TO BE MORE
COMMUNICATIVE,
TRANSPARENT AND EFFICIENT**

For a responsible, ethical and committed staff delegation

#3

**LET'S DARE TO IMPROVE
WELL-BEING AT WORK**

For a plural, dynamic and modern staff delegation

MORE ON OUR PROGRAM...



#1

LET'S DARE TO WORK WITH A MODERN, QUALIFIED, MULTIDISCIPLINARY TEAM

For the professionalization of staff delegation



A **multidisciplinary, diverse team committed** to the employees of Société Générale Luxembourg



Supporting **employees and defending collective and individual interests**



Solid skills in **human resources, labor and employment law, project management, communication, compliance and risk management**, enabling us to manage complex and sensitive issues independently.



The strength of **Luxembourg's leading trade union**, which enables us to deepen, refine and challenge our own analyses with the best practices in the marketplace.

FIRST PROPOSED ACTIONS



Negotiations to authorize French cross-border commuters to exceed the 34-day teleworking threshold and go up to 54 days. We will pursue the objective of achieving 2 days of authorized teleworking per week for all employees.



Improved use of benefits in kind for all employees.



Proposal to renegotiate the Time Management protocol to improve the work/life balance of non-convention employees.



Campaign to buy back vacation time at the beginning of the year and increase to 10 days.



Support for employees who want to train on a voluntary basis.



Consideration of and feedback on all topics brought forward by employees.

#2

LET'S DARE TO BE MORE COMMUNICATIVE, TRANSPARENT AND EFFICIENT

For a responsible, ethical and committed staff delegation




Financial transparency and clear results presented quarterly





More **opportunities to exchange ideas and simplify communications**

FIRST PROPOSED ACTIONS


 Redesign of the delegation's website and creation of an Android/IOS application to exchange with employees and modernize the relationship with the delegation (push information, discussions, event catalogs, surveys, etc.). These new tools will enable us to obtain information directly from employees in complete independence from management (e.g., to be able to challenge management with our own surveys or feedback).

 Annual review of the works council section, presenting the sums spent, the audience for each event and measuring satisfaction after each event.

 Quarterly report on actions taken by the Health & Safety Officer, the Diversity Officer and the Equal Opportunities Officer. As a reminder, the delegation elects these people, who have the time and resources to carry out these missions. The delegation is accountable to its staff.

 Workshops and surveys with volunteer employees to validate delegation/management proposals before implementing solutions.

 Regular presence of released delegates on the different floors to encourage exchange with employees and serendipity.

 Employees can report questions, problems or comments for quick resolution (quick-wins) via an application or the delegates, and of course make requests on more complex subjects via the application or the delegates.

 Review and analysis of all contracts signed with each service provider.

#3


LET'S DARE TO IMPROVE WELL-BEING AT WORK

For a plural, dynamic and modern staff delegation





A team **committed to helping employees** improve their well-being at work!


FIRST PROPOSED ACTIONS

 Regular employee surveys to gather requests for improvements in well-being, and involvement with Management to convey these requests.

 Strengthening employee support in the prevention and management of psychosocial risks.

 Organization of healthy actions for body and mind (fruit distribution, cardiac coherence workshop, yoga/meditation, etc.).

 Rethink and revitalize festive events for employees, with even more parties, trips and surprises (e.g. St Nicolas party on the bank's premises, to show children the SG premises and make it even more fun, as there are no rental costs).

 Organization of regular events to appeal to a maximum number of employees (e-sport tournaments, table soccer, futsal, blind tests, dance classes...).

 Creation of sports or cultural clubs run by volunteer employees and subsidized in whole or in part by the Delegation.

ON MARCH 12, VOTE FOR THE ENTIRE OGBL LIST!



**CÉDRIC
SOLDANI**
HUMN



**MARTINE
PIERRAT**
CLBA



**JEAN-CHRISTOPHE
LARDENOIS**
SGSS



**SABRINA
KEICHINGER**
PRIV



**LAËTITIA
SASSI TCHOKONTÉ**
GBSU



**AYOUB
MOUDEN**
SGSS



**MELANIE
WEBER**
SGSS



**FABIEN
BONNAUD**
SGSS



**AURELIE
PARACCHINI**
PRIV



**MORAD
FATTANI**
SGSS



**AISSATOU
DIALLO**
PRIV



**ALEXEY
LEONENKO**
CPLE



**FATHIMA F
MOHAMED MOIDEEN**
RISQ



**DAVID
SANSIVIERO**
SGSS



**NATHALIE
KUBAREK**
SEGL



**PHILIPPE
DOYE**
SGSS



**GERALDINE
VINCIOTTI**
SGSS



**BERTRAND
MOLINES**
SGSS



**CAROLINE VAN
ISEGHEEM**
RISQ



**LAURENT
GALLUCCI**
SGSS



**CRISTINA PAULO
FONTELA**
SGSS



**JULIEN
SCALISE**
SGSS



**SOPHIE ERNST-
GOTTAR**
SGSS



**GILLES
GILLARDIN**
GBSU



**ANNICK
CICCIARELLO**
SGSS



RÉMI SGRO
GBSU



**CHARLENE
TILLAY**
SGSS



**LUCA PAOLO
LAZZATI**
PRIV



**NATHALIE
VIOT**
SGSS



**RACHEL
HINSCHBERGER**
SGSS