



# PROFESSIONAL ELECTIONS

*From the 16th to 23rd of  
October 2023*

CONVIVIALITY ?

ACCOMPLISHMENT ?

GRATITUDE ?

DEVELOPMENT ?

## WE ARE INVOLVED...

In 2019, the brand-new “Diversité et Proximité” received 35% of the votes!

For 4 years, we did what we proposed:

- by communicating by any means, even it meant risking an official sanction and putting pressure on the company to better equip itself with the necessary tools to increase the progress and prosperity of the company
- by always being present to bring the CSE’s social policy to live and try to offer advantages despite insufficient means
- by personally supporting the dozens of colleagues that Astek disposed of during the Covid crisis
- by having the courts recognize that the minimum salary as stated in in ESN must be the minimum wage for Engineers who have a work contract of 38h30 hours per week !
- by having local “Diversité et Proximité” union representatives!

We have fulfilled our mission by being **present, constant and active** in **defending and supporting our colleagues**.

Renew your trust in us to give us the power to **improve your situation at Astek**. Let us ensure that Astek does not just grow and distribute dividends, but that it truly resembles the image that it portray publicly ...

>>

## ... VOTE !

**ALWAYS A STRENGTH OF PROPOSAL BEYOND  
OPPOSITIONS**

<https://diversiteproximite.wordpress.com>



# Our objectives

## Let's move forward...



### **MOBILITY**

Since Astek uses and abuses a contractual mobility clause (without financial compensation), we want to ensure that professional mobility takes place with respect and dignity rather than to simply optimize the profit margin at any price ... (in short, to avoid colleagues becoming homeless)

### **CSE ADVANTAGES**

To negotiate a CSE budget that lives up to the image that Astek likes to give: 0.8% of the payroll (instead of the paltry 0.18% we receive today) i.e. around **€1M/year for 3500 employees.**

### **SALARIES AND REMUNERATION**

Getting managers to agree to **share part of the profits** rather than allocating them to themselves through share buybacks and dividends payment ... This is the equivalent of €3000 per year per employee ... if the CEO does not have a stock bonus, each employee **could receive €1000 more per year.** We think we should be able to find a better of sharing, right ?

What a beautiful program !! 😎

**... VOTE !**  
***For our full lists both as a regular and as a substitute!***

<https://diversiteproximite.wordpress.com>