

DATUM  
28-03-2023

KENMERK  
M2204 1028.2/JM/jg

## ING strike starts at Leeuwarden on Thursday next

For over half a year now we have been trying to make it clear to ING that it is time to listen to the employees. We have conducted successful and public-friendly campaigns. Thank you for your effort and involvement! Now that the message still doesn't seem to get through to the ING leadership, patience has run out. The joint unions (FNV Finance, CNV Vakmensen and De Unie) are therefore calling on all members in the North-East region of the Netherlands for a 24-hour strike, with a kick-off on Thursday in Leeuwarden. In this newsletter you can read what this day's strike looks like. Also, how you can participate too if you don't work in the North-East region.

We have never experienced a strike at ING before. We regret that ING's management has let it come to this. ING has moved somewhat, but more from 'very bad' to 'insufficient'. What ING offers is simply not good enough to maintain purchasing power. We want a fair and future-proof collective labor agreement for all ING employees.

## Kick off at Leeuwarden

The 24-hour strike starts on Thursday March 30<sup>th</sup>, with a meeting in Leeuwarden. The unions call on **ALL ING employees in the North-East region** to participate and to register as a striker. This means:

- All ING employees who work at Client Services in Leeuwarden.
- All ING employees who work in the ING houses in the North-East region.
- All ING employees who work in the ING house Heerenveen.
- Work in the North-East region.

Do you work at a different location? In that case you will receive a strike call shortly for a different time and place to be determined. In the meantime, you can participate by sharing the cartoon in the appendix out of solidarity, with the hashtag #codeoranje.

## Where and when can you register as a striker?

You can register as a striker on Thursday 30 March between 8.30 and 10.30 am at the action location at Tesselschadestraat 3 in Leeuwarden, in front of the De Zwei office. Members of FNV Finance, CNV Vakmensen and De Unie are eligible for strike benefits. Not yet a member? Then

NOW is the time to become one! This is also possible in the morning of your registration. The strike lasts all day.

## Why are we going on strike?

- ING shares its substantial profit with the shareholders, but not with its own employees.
- The workload has been continuously high for many years now.
- ING employees did not have a collective labor agreement increase in 2021 and 2022.
- The bank wants to partly finance the collective labor agreement increase that ING now wants to pay through the deterioration of other employment benefits (abolition of the CMU and further reduction of the salary increase).
- ING does not acknowledge the disturbed labor relations and is unable to reflect on its own actions.

## Strike compensation

If you report as a striker and request a strike compensation, this compensation is as follows: for the first 5 days: €70 net per day. From day 6 on: €94 net per day.

## Agreements from the safety meeting

The unions have made agreements with ING which services must absolutely continue during a strike. Minimum occupancies have been set for these services. If you are called upon by your lead to work, report this to the union leaders. We will then check whether your work has been labeled as absolutely necessary". If your lead asks you to refrain from striking, please contact the Unions. This can be done via: [codeoranjevakbonden@gmail.com](mailto:codeoranjevakbonden@gmail.com), so that we can check whether the department and the numbers match the agreements we have made with ING.

## Registration of discontinued hours by ING

ING asks you to register the non-worked hours yourself in workday. ING does this so for they will not pay wages to you as a striker. ING should not make this request. On the one hand because of privacy rules that are violated in this way, and on the other hand because of the restriction on the freedom to strike. Please take note that you are not obliged to inform ING that you have gone on strike or to surrender leave for those hours. You can of course do so on a voluntary basis. How does ING know who to pay on the strike day and who not? First of all, ING is free to continue paying everyone, even on the day you will be on strike. In view of the high workload and the amount of overtime worked at ING, we would consider it a fair gesture from ING if they do not withhold wages during strikes.

## Points of attention

- Organized strike means: stopping work on instructions from your union.
- We have carefully compiled and planned our actions, taking into account the agreements made in the safety consultations. To ensure the safety of employees and customers.
- Both permanent workers and temporary workers are allowed to strike.




- In the event of a strike, ING 'can' withhold your wages.
- Members who strike receive strike compensation. If you are not a member, you will not receive a strike compensation.
- ING is not allowed to ask you or your colleagues who is on strike.
- ING may not prevent you from going on strike.
- ING must not intimidate you.
- ING is free to ask whether you have worked (of course you do not have to answer this).
- ING may not have contaminated work done or use strike breakers.
- When the registration activity is over, you can go home, but not go to work.
- Food and drinks are provided.



## Zonder leden geen cao!

Werf een lid en profiteer allebei:  
De aanbrenger krijgt een cadeaubon t.w.v. € 20.  
Het nieuwe lid betaalt € 20,23 voor zes maanden.

Ga naar [www.cnvvakmensen.nl/werven](http://www.cnvvakmensen.nl/werven)  
Zelf lid worden? ga naar [www.cnvvakmensen.nl/lidworden](http://www.cnvvakmensen.nl/lidworden)  
of vul onderstaande bon in, knip hem uit en stuur op!


**AANMELDINGSBON**

Naam	<b>Je contributie is afhankelijk van je inkomen</b>	
Voorletters	M/V	<i>kruis jouw bruto maandinkomen aan:</i>
Geboortedatum		<input type="checkbox"/> tot € 1.051,-      € 5,68 <input type="checkbox"/> vanaf € 1.051,- tot € 1.578,-      € 13,54 <input type="checkbox"/> vanaf € 1.578,- tot € 2.630,-      € 18,16 <input type="checkbox"/> vanaf € 2.630,-      € 20,42
Adres	IBAN	N L
Postcode	Datum	
Woonplaats	Handtekening	
Telefoonnummer		
E-mailadres		
Werkzaam bij	<ul style="list-style-type: none"> <li>• De opzegtermijn van het lidmaatschap is drie maanden.</li> <li>• Wij gebruiken jouw contactgegevens (o.a. e-mail) om je te benaderen met info over werk en inkomen. Lees hoe wij omgaan met jouw gegevens op <a href="http://www.cnvvakmensen.nl/privacy">www.cnvvakmensen.nl/privacy</a>.</li> <li>• Wij werken met automatische incasso.</li> </ul>	
Vestigingsplaats		
Bedrijfstak		
<b>Was je al eens lid van een bond?</b>	<b>Dit lid is opgegeven door:</b>	
Zo ja, welke?	Adres	
In de periode van      tot	Postcode/Woonplaats	
Lidmaatschapsnummer	Lidmaatschapsnummer	

Retouradres: CNV Vakmensen, t.a.v. Bedrijfsadm., antw.nr. 4308, 3500 VE Utrecht (postzegel niet nodig)