



Your private life is threaten at work ? The CNE is there for you !

Your employer is checking your emails ? A camera is installed on your workplace ? Your internet history is being controlled ? Your fundamental rights have to be respected in your company, including your right to privacy. The CNE shows you the limits set to your employer.

TREATMENT OF PERSONAL DATA

Under the GDPR, your employer can “ process ” (register, use, provide...) your personal data to insure the proper functioning of the company (i.e. ask for a medical certificate), to fulfil a legal obligation (register your family composition to pay the suitable payroll taxes). Apart from such speculations, he can't use your personal data without your explicit and informed consent. He can actually use your data for specific, expressly designated justified and communicated purpose. He can't collect more data than necessary. You can ask for your data to be rectified or erased.

SOCIAL MEDIA

All of your private exchanges are protected and can't be controlled, whatever the communication medium is (professional mobile phone, emails, etc.). However, all the content of what you post on social media, even if your boss isn't in your contact list, is considered as public publications. You are thus responsible and your employer can blame you for their content.

CONTROL OF ELECTRONICAL COMMUNICATIONS

When your employer provides you a computer and/or a mobile phone in order to execute your work, he can't control the content of your communications. He's allowed to check the data for the entire company in a global way, but not specifically identify anyone. To check precisely your exchanges, it should be under these three conditions : he must have a legitimate reason (finality), must only collect the necessary data for this control (proportionality), and must inform all the people affected by the control as well as your coordinating committee delegates (transparency).

CAMERA IN THE WORKPLACE

Just like the control of electronical communications, the installation of a camera in your workplace has to respect three conditions : there must be a legitimate reason (finality), it can only film what's necessary to fulfil the purpose (proportionality) and the employer has to inform all the people affected by the camera as well as your coordinating committee delegates (transparency). Furthermore, if a camera personally focusses on you in order to check your productivity, it can't film you in a continuous way but only film you on a temporary basis.

Need to contact us ?

Call us on 067 88 91 00

Mondays, Tuesdays and Wednesdays from 9am to 12 pm and Thursday from 1.30pm to 4.30pm.



Need to meet us ?

Our offices are open at least on Mondays, Tuesdays and Wednesdays from 1.30pm to 4.30pm and on Thursdays from 9am to 12pm.



Mo-Tu-We 13h30 -16h30/Je 9h à 12h

Need to write to us ?

Single address : cne.info@acv-csc.be

Our staff will answer as soon as possible.



cne.info@acv-csc.be

Due to the current sanitary conditions, these schedule may change.
Please contact the local office before you come.

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The content of this publication applies to both men and women.

www.lacsc.be/cne