



VERENIGING
NEDERLANDS
CABINEPERSONEEL

3RVLWLRQ^L 3DSHU^L 91&^L

#HJWWLXFAVXULQJVSODQ^L . /0^L RQVJLHW^L GH^L ODJH^L LQNRPHQV^L QLFW^L ^L

,QNRPHQV^L RQJHOLMNHG^L GUHLJW^L
^{LL}

OLQLWVHU^L #RHWVLD^L KHIMV^L EIM^L GH^L DIVSLDNHQ^L RYHU^L GH^L YRRUZDDUGHQ^L YDQ^L GH^L CHQLQJ^L DDQJHJHYG^L
KHW^L XLWIDQJVSQV^L LV^L GDM^L GH^L WVLNWW^L VFKRIGLUV^L GH^L JZDDUWVH^L ODWVQ^L FRHWVQ^L GUDJHQ^L ^L . /0^L
KLHU^L RQYRGRQG^L LQYXOOLQJ^L DDQ^L VVH^L ZLOOHQ^L JHYHQ^L ^L #WV^L NDELQWV^L KHIMV^L H+Q^L NRWWQLHGXFVH^L
DOV^L YRRUZDDUGH^L JHWVHG^L ^L FDDU^L KRH^L GVM^L VVH^L EHHLNHQ^L KHIMV^L FHQ^L YRGGHJ^L DDQ^L GH^L RQGHLQH^L
GH^L YDNERGGHQ^L RYHU^L JHODVQ^L ^L 'LW^L VVHZLMD^L . /0^L ZH^L ZDV^L EHVWRNHQ^L EIM^L KHW^L RSWVHOOHQ^L YDQ^L
YRRUZDDUGHQ^L HQ^L KHW^L QLFW^L GRGLJ^L YRGG^L RP^L GH^L YDNERGGHQ^L KLHJELM^L VVH^L EHVWVHNNHQ^L ^L 'H^L RYHUKH^L
KLHULQ^L FHJHJDDQ^L ^L . /0^L EOLMMV^L YHJODQJHQ^L GDM^L YDQD^L ^L H+Q^L FRGDDO^L LQNRPHQ^L LFGHLHQ^L JDDV^L
LQGHYHJHQ^L VVHZLMD^L GH^L DDQJHQRPHQ^L FRVHJ^L &VRIIHUJ^L &ORVZHU^L VVFK^L KH+D^L GLXGOLMNH^L RSRHVV^L RP^L
LQNRPHQV^L VVV^L DOGHUKODI^L NHU^L FRGDDO^L JR^L YH+D^L DOV^L FRJHOLMNH^L VVH^L RQVJLHQ^L EIM^L KHW^L
KHJWWLXFAVXULQJVSODQ^L ^L

^L ^L
8^L 5FKWV^L □ RQJHOLMNHG^L GUHLJW^L EIM^L VRFDDO^L SODQHQ^L ^L

(U^L LV^L ZDV^L RQV^L EHVWIMV^L H+Q^L RORVFNHOLMNH^L VOPHOKQJ^L VVXWVQ^L GH^L GRRU^L . /0^L YRRUJHWVHOGH^L
LHGXFVH^L YDQ^L DUEHLGMYRRUZDDUGHQ^L HQ^L H+Q^L DI^L VVH^L VSLNHQ^L VRFDDO^L SODQ^L ^L 9RRU^L RQV^L LV^L KHW^L
EHODQJ^L GDM^L HU^L JRGH^L DIVSLDNHQ^L ZRUGHQ^L JHFDNV^L RYHU^L VVUXJNHJUDJDDQVH^L HQ^L H+Q^L
VASSVWVHJHJHQ^L ^L (HQ^L JRGH^L VRFDDO^L SODQ^L GLHQW^L YRRU^L DOCH^L GRAHLHQ^L ELQHQ^L . /0^L
8^L JURQGSVVRQH+D^L ^L FDELGHSHVVRQH+D^L HQ^L SLOWVQ^L □ ^L JRGH^L JHJHJHG^L VVH^L ZRUGHQ^L ^L +LHJYDQ^L LV^L EL^L
QRJ^L DQWVNG^L JH+Q^L VSLDNH^L ^L

^L ^L
ZOHYHJHJLJH^L LQNRPHQV^L ^L HQ^L DUEHLGMYRRUZDDUGHQEHMFKHJLPLQJ^L HQ^L JH+Q^L JHOLMNH^L
EHKODGHLQJ^L
^{LL}

7HZLMD^L VVJHOLMNHJWVNG^L ZDDVFKIMQOLMNH^L DIVFKHLG^L JHQRPHQ^L JDDV^L ZRUGHQ^L YDQ^L H+Q^L JURVH^L JURH^L
FHGHZLNHV^L FVW^L ODJH^L ^L HQ^L PLGGHLQNRPHQV^L HQ^L HU^L YDQ^L GH^L DFKWVLEOLMNHJ^L IRUMH^L 8^L ORRQ□RII^L
JHYDDUG^L JDDQ^L ZRUGHQ^L ^L ZRUGV^L HU^L EIM^L GH^L KRJH^L LQNRPHQV^L EDDQJHNLKHLG^L HQ^L LQNRPHQVJHNLKHL^L
JHERGHQ^L ^L :DDELM^L KHW^L YH+D^L RQGHU^L DOGHUKODI^L NHU^L FRGDDO^L YHJHJHJHG^L FDELGH^L ^L HQ^L
JURQGSVVRQH+D^L KH+D^L FDUJH^L HQ^L VREHJH^L YRRUWVHOOHQ^L YDQ^L . /0^L NULM^L HQ^L YRRUJHMFVHOG^L
EHWVHIHOGH^L EDDQJHNLKHLG^L ^L LQNRPHQVJHNLKHLG^L HQ^L VVUXJNHJURJHOLMNHGHQ^L ^L ZQEHJULMSHOLMNH^L
DDQJHJLHQ^L FDELGH^L KHW^L JURVWVH^L GRAHLQ^L LV^L YRRU^L ZDV^L EHVWIMV^L DDQVDO^L FHGHZLNHV^L ^L FVW^L GH^L
ORRQV^L YDQ^L GH^L GULH^L GRAHLHQ^L ^L ,QGLHQ^L HU^L YRRU^L GH^L ODJH^L ^L HQ^L PLGGHLQNRPHQV^L JH+Q^L JHGHJ^L
VRFDDO^L SODQ^L ZRUGV^L DIJHVSURNHQ^L ZRUGHQ^L JLMV^L GXEHO^L KDUG^L JHJDDV^L ^L GULJHJHG^L YHJLHV^L YDQ^L
LQNRPHQ^L JRQGHU^L H+Q^L JRGH^L VRFDDO^L SODQ^L ^L

^L ^L
#WV^L NDELQWV^L KHIMV^L JLFK^L FVW^L GH^L JHWVHOGH^L ¶ ↑ □ ^L NRWWQLHGXFVH^L DOV^L YRRUZDDUGH^L YRRU^L GH^L
CHQLQJ^L DDQ^L . /0^L ^L JH+QJG^L LQ^L GH^L EHGULMIVRHLQJ^L YDQ^L . /0^L ^L FDDU^L KHIMV^L YHJXLFG^L RP^L
GLXGOLMNH^L YRRUZDDUGHQ^L VVH^L VVHOOHQ^L KRH^L GVM^L VVH^L UHDDLHVHJHQ^L ^L %RYHOGELHQ^L ZRUGV^L HU^L JH+Q^L
LQYXOOLQJ^L JHJHYHQ^L DDQ^L GH^L FRVHJ^L &VRIIHUJ^L &ORVZHU^L ^L #WV^L JHYROJ^L KLHJYDQ^L LV^L KHW^L KLHJERYG^L
JHMFVHVVH^L E+HOG^L GDM^L CHLGM^L VVV^L H+Q^L HQRUPH^L VZHGHOLQJ^L HQ^L RQJHOLMNH^L EHKODGHLQJ^L ^L 8^L KH^L
DOV^L . DPHU^L KHW^L EXGJWVHFKV^L HQ^L X^L KHEV^L LQJHVVFG^L FVW^L GH^L CHQLQJHQ^L HQ^L YRRUZDDUGHQ^L
KLHJYRRU^L DDQ^L . /0^L ^L :LIV^L URHSHQ^L X^L RS^L RP^L X^L VVH^L ODWVQ^L LQIRLPHJHQ^L RYHU^L GH^L YRRUWIDQJ^L ^L LF^L
HU^L ZRUGV^L YHJZDFKV^L GDM^L HU^L RS^L ¶ ^L RVVREHU^L H+Q^L KHJWWLXFAVXULQJVSODQ^L ZRUGV^L YRRUJHJHG^L

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