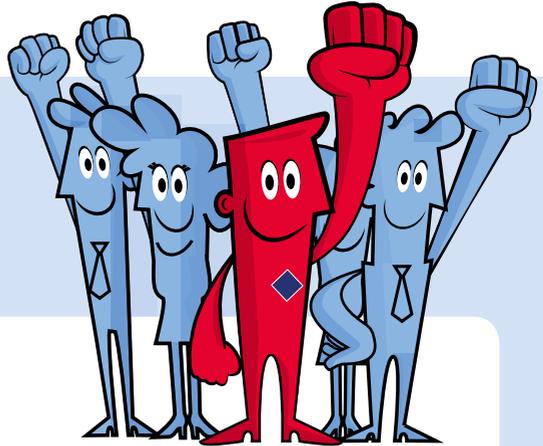


Social elections 2019



Dear reader,

Welcome to the first newsletter of OGBL Finance Sector.

This newsletter will be published in regular intervals between now and February 2019 in order to provide you with insight information on the social elections in March 2019.

Throughout these publications, we will focus on current and future challenges that we all face within the finance sector.

In this first edition, we would like to give you a general overview of these challenges and briefly introduce you to the OGBL.

We are here to help you get a grip on the importance of the upcoming elections, both on your company level and nationally for the Chamber of Employees. As “The No. 1 trade union in Luxembourg” we hope we will gain your support because together, we can work for a stronger future.

Become part of our success!

In March 2019, very important elections will take place in Luxembourg. The social elections. This unique opportunity is of tremendous importance for employees working in Luxembourg. Therefore, this event requires your full attention!



At your company level, you will be able to vote for representatives who will form your employee delegation and defend all of your interests.

It goes without saying that the different parties representing workers at the negotiation table are respected more, if they are strong, united and if they have a precise, responsible and coherent set of demands and have been clearly mandated. The employees' needs must be their priority while not losing sight of the economic interests of the sector as a whole.

An employee or staff representative left all by himself, without a trade union affiliation, is at the mercy of nontransparent decisions taken by upper management.

Only a strong, well informed representative, a delegate of the OGBL with access to sufficient *ad hoc* logistics through the back office of the trade union, can effectively act as a counterweight to the employers.



At a national level, you will elect your representatives for the Chamber of Employees (Chambre des Salariés). Depending on the sector in which you are active, you will vote in group 4, finance and financial intermediation or in group 5, services.

The elections for the professional Chamber of Employees are indeed very important as they can influence the legislative process in Luxembourg. The Chamber of Employees has actually the power to express opinions on all draft laws and legislations before they are analysed and voted on by the Luxembourgish Parliament (Chambre des Députés).

When faced with opposition, either at political or company level within the financial sector, it is essential that employee representatives speak with one voice, a strong voice which will be heard and listened to, a voice which holds significant weight.

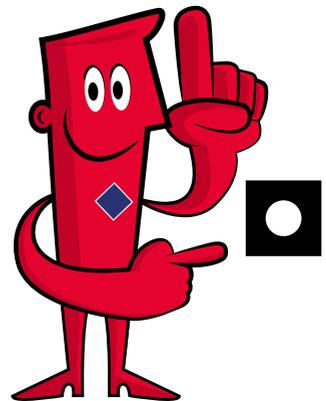
The results of the elections of the Chamber of Employees (CSL) will in fact determine the representativeness of the Luxembourgish trade unions on national and sectoral level.

The OGBL holds the absolute majority in the CSL with 38 out of 60 seats



Whether you have the Luxembourgish or any other country's citizenship, are a resident, a cross-border worker, you have the right to take part in these elections, as a candidate or as a voter.

These elections are crucial and of the utmost importance for the future social dialogue in the country, as a whole and within our sector in particular. They represent an important pillar in the context of the employee-employer relationship or more specifically, the balance between these two. Only by assuring this balance can the rights of employees be defended, protected and the working conditions improved.



You deserve the best!

The financial sector has always been characterized by continuous, multi-process changes. Whether these are mergers, acquisitions, restructuring or the digitalization of work, the most vulnerable player in this jungle is and always will be the employee. In terms of number of jobs and economic impact, the financial sector is the leading sector of activity in Luxembourg.

However, with regards to the social progress in the sector, the situation is less than satisfactory.

The current collective agreement is actually an example of this shortcoming. This is due to ineffective employee representation in the sector. Consequently, real social progress, especially in terms of collective agreements, is almost impossible to achieve. This difficult situation primarily benefits the employers.



A change of course is needed!

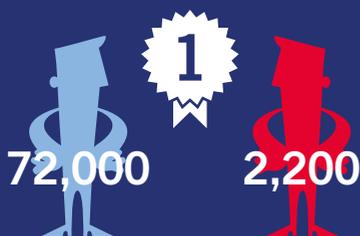
In this situation, the question arises for each and every single employee within the sector, whether s/he wants to continue to evolve in an environment where real future prospects (such as job security, wage evolution, work-life balance, vocational training, ...) are becoming more and more difficult to achieve, or whether s/he is ready to take responsibility to help to contribute to a change of direction.

Currently, the trade union landscape within the financial sector is characterized by too much dispersion. This is unbeneficial to the establishment of a social dialogue based on a balance of power, favourable for the employees in the sector.

The OGBL, as the largest trade union in Luxembourg, aims to strengthen its position within the financial sector. Whether you choose to become a candidate or voice your position by voting, these two actions will in fact help to determine the future orientation of social policy on company and national level for the next five years.

The OGBL, Luxembourg's Number 1 trade union

The OGBL is a multi-professional and multi-sectoral confederation, represented in all the economic sectors in Luxembourg and open to all active and retired employees.



72,000 strong and with 2,200 delegates, the OGBL is by far the largest trade union in Luxembourg.

A real counterweight

Faced with strong employers, determined to only pursue their own selfish interests and short-term profits, Luxembourg and our sector need a strong trade union. A trade union that is able and willing to stand up, to say that it is enough; but also, a trade union which first seeks dialogue and debate, a trade union which is open to compromise, to negotiate, but foremost a trade union which is not afraid to make its voice heard. We need a strong, united, determined, intelligent trade union in order to move things forward and improve the situation of employees in the financial sector.

This is why it is so important to support the OGBL, the No. 1 trade union in Luxembourg.

**For better work, a better life, become a member and vote for the OGBL
Finance & Services in the March 2019 social elections.**

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