

JANUARY 2019

**Overtime:
no more lost hours!**

Once again, you were unable to attend a school play of your little one or maybe you can't remember the last time you sat down to have dinner together with your family as you have been constantly working long hours over the last couple of weeks. Family, friends and hobbies have been neglected on a regular basis because you are just too tired in the evening to do anything after work. Do these circumstances seem familiar to you?

You are not alone in this situation. Many employees in Luxembourg work more than the legal working time foreseen by law or work contract. According to the 2017 "Quality of Work Index" of the Luxembourg Chamber of Employees (CSL), 33% of men and 27,5% of women work more than 5 hours overtime than what is foreseen in their work contract. 10% of men and 9,3% of women actually work up to 10 hours more than the contractual weekly working time.

Vote for OGBL, list n°1***Together, strong for our future!***

While in principle the decision to allow for the use of overtime rests with the employer, in practice however, the employee often finds him- or herself in a situation where overtime might not be officially imposed by the manager but where the expectation, the work intensity as well as performance pressure are so high, that the employee actually ends up working more hours than written in his or her employment contract.

In these cases, overtime is difficult to control and the consequences for workers are significant:

- **Working hours are not compensated or payed as they should be!**
- **Worked hours are “cancelled” or “lost”!**

This has serious implications for the health and the private life of employees.

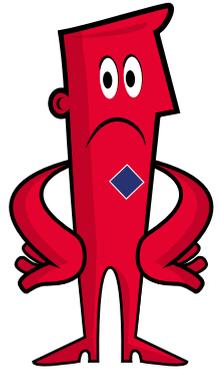
It has actually been proven that employees who work more hours than the legal working time are indeed making a great effort but also have much less time to recover. As a result, they are often more easily affected by conflicts between their private and professional life, by time constraints as well as stress and overwork.

A new law to stop the abuse!

In 2016, following the demands and interventions by OGBL, the Working Time Act was reformed in order to better regulate overtime and to stop any kind of abuse related to working time. **This new law is applicable to all sectors in Luxembourg and OGBL Finance Sector has fought to ensure that these legal changes have been included and are being applied as part of the new collective bargaining agreement and within the companies of the financial sector.** Unfortunately, problems keep persisting regarding the recognition and remuneration of overtime.



This is why we, OGBL Finance Sector, are calling for a better and more efficient control of working time and overtime in each and every company:



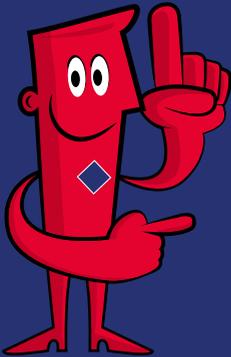
- **No hours worked can be lost or cancelled:** because there are no “voluntary” overtime hours. The new law is very clear on this point. From now on, no hour worked beyond the legal working time and which could not be compensated during the applicable reference period, can be lost or cancelled and must therefore be compensated or paid as overtime, meaning:
 - one and a half hours of time off for each additional hour worked over the legal limit,
 - each additional hour needs to be recorded at the same rate as mentioned above on the time savings account,
 - if the additional hour(s) are remunerated, these need to be paid with the percentage increase foreseen in the collective agreement (50%) or at 40% if no collective agreement is foreseen.
- **Better control of worked overtime in each company:** the implementation of time counting or time recording systems is not enough in order to avoid disputes regarding the recognition of worked hours. We demand the implementation of more individually-oriented time recording systems, including the explicit written consent or refusal of the employer regarding overtime hours.
- **Increase free time:** “working-time” is “life-time”, therefore, additional hours worked need to be considered as an extra effort from the employee and should never be seen as “enjoyable”. This is why we are calling for a general reduction of working time without any loss of salary.

OGBL Finance Sector and its staff delegates are committed to put these demands in place within the companies and in YOUR interest. Because your interests come first!

In today’s world, faced with strong employers, a weakened trade union cannot hold its own. On the contrary, more than ever, we need a strong and experienced trade union, with real know-how. A trade union which is determined and persistent but always open to dialogue and negotiation. Only OGBL Finance Sector, which is part of Luxembourg’s largest trade union, can be this strong and effectively defend your interests.

That is why it is important to support OGBL, Luxembourg’s Number 1 trade union.

*For better work, a better life, become
a member and vote for OGBL Finance
and Services on **March 12th, 2019**
social elections.*



**Vote for OGBL,
Luxembourg's
Number 1
trade union.**

OGBL Finance Sector

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