



**OGB•L**

A large, light gray 3D rendering of a wind turbine stands in the center background. To its left and right are several smaller, light gray gears of various sizes. In the foreground, a silver laptop is open, with its screen displaying a red gradient background and white text.

**The Services  
and Energy Union of  
the OGBL  
introduces itself ...**

[www.ogbl.lu](http://www.ogbl.lu)



Dear colleague,

You work in a company that falls within the field of competence of the Services and Energy union of the OGBL.

This brochure contains a presentation of our Services and Energy union and explains why it is important to get involved in a union. In the middle of this brochure you will also find a membership form.

As a member of our union, you will be able to enjoy a whole range of very useful individual services. But mainly, you will be part of the country's largest union, the OGBL.

As a union, we defend your interests at the national level, in your sector of activity and in your company.

With each new member, our strength increases!

Let's build the future together, a future marked by social progress, a future that brings improvements in wage, living and working conditions for employees!

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## Who do we represent?

Our Services and Energy union is committed to all employees working in a service or energy company in Luxembourg. We represent, to give some examples, employees with diverse profiles and jobs, from the security officer to the IT specialist, from the consulting firm to the travel agency and from the telecommunication company to the energy sector as a whole.

## What do we do?

- We support staff delegations in their work in companies and in European Works Councils
- We offer union training
- We provide advice on labor law issues to our members
- We organize the exchange of information between employees and/or delegates from the same sector
- We negotiate collective bargaining agreements in companies to consolidate employees' achievements, to improve working conditions and to guarantee a scalable and progressive salary policy

## Why is our work important?

In these times where social inequalities are widening, where social achievements are again called into question, where the pressure on jobs is growing and, in parallel, the work intensity and consequently workplace stress are increasing, trade unions are not only useful, but even necessary.

More than ever, we need a strong, representative and united union that can influence the social and economic policy as well as defend the collective and individual interests of its members, whether in the company, in the sector, at national, European or international level.





## What is the OGBL?

The Services and Energy union is one of the 15 professional unions of the OGBL.

With more than 72,000 members, its 2,200 effective staff representatives and an absolute majority of 38 of the 60 seats in the Chamber of Employees (Chambre des Salariés – CSL) the “Onafhängege Gewerkschaftsbond Lëtzebuerg” is the largest union in the country. OGBL is politically and financially independent. It is present in all sectors of activity and mobilizes for the economic, political and social interests of employees in Luxembourg, as well as of jobseekers, apprentices, students, pensioners and their families.

## What are the objectives of the OGBL?

In the age of digitalization and with regard to the permanent changes in the world of work, the well-being of employees and their families is a key priority for the OGBL.

The OGBL is committed to:

- Quality jobs and good wages
- A better balance between private and professional life
- Promotion of equality
- Securing jobs
- Access to quality care for all
- A quality public pension system
- A socially just family policy
- Fight against social exclusion, poverty, discrimination, racism and intolerance
- Reduction of working time

Our website offers additional information about the OGBL: [www.ogbl.lu](http://www.ogbl.lu)

All union news is posted on the OGBL Services and Energy Facebook page



[www.ogbl.lu](http://www.ogbl.lu)



[www.facebook.com/ogbl.services.energie/](https://www.facebook.com/ogbl.services.energie/)



[twitter.com/OGBL\\_Luxembourg](https://twitter.com/OGBL_Luxembourg)



# Our union

## Social elections 2013

In the last social elections, 360 employees ran as candidates to become OGBL staff representatives in approximately 60 companies in the Services and Energy sector. With 133 staff representatives and 122 substitute delegates, the OGBL had 57.30% of all possible mandates and has thus proved to be the most powerful union in the sector.

## The union executive

The main structure is the union executive, that is elected every five years during a union day, to which all OGBL staff representatives and all OGBL candidates in the last social elections are invited. There are representatives of the different interest groups of the union in the executive.





## The Services and Energy union advises its members in particular on the following topics:

- Organization of working time and overtime
- Business transfers (practical arrangements and rights of employees)
- The impact of digitalization on employees
- Data protection and the right to privacy at work
- Protection against dismissal, securing jobs and social plans
- Legislative innovations in labor and social law (rights of staff delegations, leave for family reasons, early retirement ...)
- New forms of work and their risks (open space, paperless office, teleworking ...)
- The problem of false "senior executives"
- Further professional training
- ...





## Collective bargaining agreements in companies

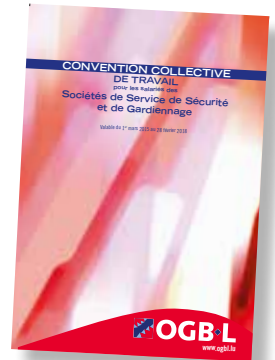
In total, the OGBL is a signatory of more than 200 collective bargaining agreements. In the private services and the energy sector, the OGBL has already negotiated agreements in over thirty companies that cover thousands of employees. In addition, we negotiate 3 sectoral agreements, namely the collective agreement for agents of private security and guarding companies (about 3,000 employees), the collective agreement for temporary workers (approximately 9,000 employees) and the collective agreement of permanent employees in temporary agencies (about 350 employees).

## What is the purpose of a collective bargaining agreement?

A collective bargaining agreement sets the work and salary conditions of employees and goes beyond the legal minimum requirements. In some companies, internal regulations define the rules. However, this type of regulations does not provide sufficient protection for employees against possible challenges against their acquired rights.

With a collective agreement, employees are much better protected. Employees are not isolated either, but can count on the whole strength of the main representative trade union at the national level.

The OGBL is a recognized negotiating partner and strongly relies on social dialogue within companies, but our union does not hesitate to defend the interests of employees, if necessary, with union actions that can go as far as a strike.



## The services offered to our members:

The OGBL also offers a wide range of individual services to its members, such as:

- free legal assistance in social law matters
- free legal protection in labor law matters after a membership period of 12 months
- assistance in the event of a strike or a lockout
- free advice in the preparation of the tax return
- affiliation to the OGBL death benefit fund
- the granting of a survivor allowance, max € 620
- the possibility of cross-border health care and welfare coverage through the GMI - Groupe des Mutuelles Indépendantes (France only)
- preferential conditions for membership in the Luxembourg Air Rescue (L) and the Centre Médical Hélicopté-CMH (B)
- the grant of an allocation to parents of students in higher education
- free leisure accident insurance and preferential opportunities for the insurance group Bâloise Assurances
- preferential conditions for your «Wüstenrot» house purchase saving plan
- preferential conditions for health insurance at DKV Luxembourg
- free membership to the «Patienteverriedung» (defense association of patients' interests)
- free distribution of the magazine OGBL-Aktuell and other publications
- free training courses (labor law and social law, other union topics)



## Addresses to contact

You have a question and you want to know who you can talk to?

### For the union

Your contact persons for the Services and Energy union are the central secretaries and the deputy central secretaries who organize trade union work in companies and the wage policy at the level of the union.



**Michelle CLOOS**  
Central secretary



**Julie RODEN**  
Deputy central  
secretary

**Lisa LINCK**  
Secretariat  
services.energie@ogbl.lu  
phone: 00352 54 05 45 - 214

### In case of individual problems

In the event of an individual problem concerning labor law, members of the OGBL may contact the OGBL's Information, Advice and Assistance Service by calling the single telephone number **00352 2 6543 777** from Monday to Friday from 8:00 to 12:00 and from 13:00 to 17:00 or by sending an email to [info@ogbl.lu](mailto:info@ogbl.lu)

The different agencies of the OGBL are located throughout the country and there are even some in the border regions of our neighboring countries. Specific addresses as well as phone numbers can be found on our website [www.ogbl.lu](http://www.ogbl.lu)

On our website and on our facebook as well as the OGBL's Twitter account, many useful and regularly updated information about numerous trade union topics can be reviewed: <https://www.facebook.com/ogbl.services.energie/>

## There are many reasons to become a member of the OGBL

Some want to have a **reliable and experienced partner** at their side, who takes action for their wages, as well as their living and working conditions. Others want to be sure they can count on a good **legal assistance** in case of conflict at work.

Some want to be part of a **powerful and supportive community**. For others, union commitment is obvious because the employers organize themselves too.

Still others want to be staff delegates and benefit from the best support and the **best possible training** during the exercise of their mandate.

Even though there are many different motivations, there is a common denominator:  
Being a member of the OGBL is an investment in the individual and collective future.

**Invest in the future! Join us!**

