

# stol-info

## Trade union leadership of 14 October 2020 OGBL Steel and Mining Union

---

### RESOLUTION

On 10 September 2020, ArcelorMittal informed employee representatives and employees of its intention to proceed with a savings project, behind which lies a restructuring plan, which would result in a 15% reduction in the workforce. This corresponds to the loss of 578 full-time jobs at various sites across the country. From the outset, the company has indicated that it intends to enter into discussions with employee representatives and the government in a tripartite framework, using the various instruments available to it. In the absence of solutions, the company has also indicated that it does not rule out the possibility of having to resort to a redundancy plan and therefore redundancies.

Faced with the situation and noting a risk of redundancies, the OGBL immediately demanded the opening of discussions within the framework of a tripartite in order to deal with all eventualities linked to this restructuring plan. On 14 September 2020, the Ministers of Labour and Economy urgently invited ArcelorMittal and the trade unions to listen to the parties following the events and various announcements.

A first official meeting of the tripartite was held on 6 October 2020, which established a basic framework for future discussions on the restructuring plan. The next meeting is already scheduled for mid-November. In the meantime, working groups will be set up to deal with the various elements of the dossier.

The OGBL, as the majority union of the steel sector and within ArcelorMittal, has decided to convene all its delegates and activists on 14 October 2020 at a meeting of the trade union leadership to analyse the dossier in detail and to prepare the next steps for further discussions. Following a debate, the delegates agreed the following resolution on behalf of the Luxembourg sites (Administrations, Belval, Bissen, Differdange, Dommeldange, Rodange) in which they voted in favour:

1. The **maintenance of the Luxembourg steel sites and structures** and especially of the employees attached to them, and a declaration of **commitment to a future-oriented industrial policy** guaranteeing the replacement and modernisation of the installations.
2. The **maintenance of non-resident sites and structures (headquarters and office)** in Luxembourg and especially the jobs associated with them and a declaration of **commitment in favour of the services concerned**.

# stol-info

3. The establishment of an **investment policy** through the drawing up and implementation of an industrial plan with the aim of ensuring the stability of the national steel industry and the extension of existing production facilities in order to guarantee the future of the steel industry in Luxembourg while taking environmental issues into account.
4. A **guarantee of employment for all employees**, thus maintaining the employment model as practised in the past. All instruments (early retirement, reclassification unit (CDR), partial unemployment, continuing training, etc.) must be used to avoid layoffs and a social plan, which are used as blackmail. **In this context, early retirement must be accessible to all.**
5. The introduction of a **continuing training and initial training plan** to reorient employees to meet the challenges of changing working methods and digitalisation, but also to offer them new prospects. Apprenticeship and support for new recruits cannot be neglected under any circumstances in order to compensate for the announced departures.
6. The **abandonment and reduction of outsourcing** with the aim of subcontracting the work hitherto carried out by our employees to other companies to the detriment of the employees concerned.
7. The **blocking and reduction of reorganisations** involving the relocation of activities abroad or the elimination of positions by grouping services with the sole aim of reducing costs without considering the consequences for the employees concerned and for the proper functioning of the organisation.
8. **A long-term tripartite agreement** that provides a framework and covers the promised investment policy, the industrial plan drawn up, the commitments and guarantees obtained, as well as all the instruments put in place to support employees.
9. **Full maintenance of the remuneration and working conditions of** all employees. As in the past, the agreement must contain **a wage guarantee** to avoid any loss of pay. At the same time, **health, safety and well-being at work** must be an essential part of the approach in order to ensure that working conditions are respected.
10. The commitment to **maintain the employee representation arrangements and bodies** currently in place in order to ensure good social dialogue and quality co-management with the aim of representing the best interests of employees.

**We are the steel industry!**

**Let us ensure the steel industry's future together!**