

# O G B L

# stol-info

## Meeting between the management and the staff delegation on 24th of April 2020

### Covid-19 - What is the present situation?

Since March the OGBL demanded for Dr. Jacoby, head of the Health at the Work Place Department, to assist at the meetings between the staff delegation and the management. Now, for the first time he participated. Considering the present Covid-19 crisis, the OGBL understands that his presence is not always possible.

Dr. Jacoby recalled the situation within the company and on a national level. He estimates that the situation is under control, even if it is still necessary to stay alert and respect the safety rules. The delegates pointed out **the psychological effects of the crisis** on the employees that must be taken into consideration and watched out for.

The OGBL asked, if it was possible to **test the totality of the personnel**, as it has been the case in another company. Dr. Jacoby replied that this would not be feasible on a large scale for the moment and that in reality this has only a psychological effect. The doctor said that the occupational medicine had the possibility to test employees if there was a suspected case. For the time being only people who have a medical prescription can be tested in Luxembourg.

The OGBL reminded the company that since the *grand-ducal regulation dating from the 17th of April 2020* **the employers have to respect a certain number of safety rules, as failing to do so they will be controlled and sanctioned**. A variety of rules is already in place under the watch of the staff delegation. The OGBL has nevertheless demanded that the company takes position on any obligation for the different entities of the group. The company will get back to the delegation shortly in order to respond to this demand.

What the EPI (equipment of individual protection) is concerned, the OGBL has asked if the stocks were sufficient and reminded the employer, that **if there was a shortage of masks that the employer would be obliged to stop the work in places where it is not possible to guarantee 2 meters distance between two people**. ArcelorMittal assured us that there is no problem regarding the stocks.

For the time being, no information or decision has been given to the staff delegation about when the

#### Important information

During the duration of the state of crisis the employees must:

- Use correctly all protection equipments and safety wear, put at their disposition because of the special circumstances in relation to the Covid-19 epidemic and follow the required measures of hygiene.
- Immediately indicate to the employer and/or the designated employee and to the health and safety delegate any situation at the work place, about which they can reasonably assume that it poses a serious and immediate threat to the health and safety regarding the Covid-19 epidemic.

*Grand-ducal régulation of 17th of April 2020 about the introduction of a series of measures regarding health and safety at the work place regarding the fight against Covid-19.*

administration will start again.

## Management of personnel

The management has forwarded the numbers regarding the situation of the employees since the beginning of the crisis (absence, sick leaves, special leaves, short time work, working dispenses, etc.). The OGBL reminded the management that short time work must be used for lost hours. Under no circumstance must short time work lead to a work overload for employees still at work because of an employee in short time work.

If employees find problems regarding their pay slip, they should consult with their delegates in order to analyse the situation and to try to find a solution on a local level.

On request of the OGBL the management has confirmed, that the employees can take leave for family reasons on the weekends if this is a day they would normally work, respecting the legal dispositions in effect.

## SOTEL - 12h/day, 60h/week

The management of the company has informed the representatives of the personnel that the group SOTEL (Société de Transport d'Énergie Électrique du Grand-Duché de Luxembourg) might want to ask for a derogation on the work time regulation. This allows employees in companies in essential sectors to work up to 12 hours a day and 60 hours a week in specific and essential cases.

The OGBL is not in favour of this measure allowed during the time of crisis, but has asked that all other means be taken into consideration in order to avoid extending the working hours, in order to protect the health and safety of the employees in question. **„It is not because you can do it, that you must do it! “**

The OGBL recalls that the other entities of ArcelorMittal are not part of the sectors that were declared essential and that the legal dispositions continue to be applicable. **The OGBL is firmly opposed to that the other entities of the ArcelorMittal group will apply the 12h/day and 60h/week**, as they are not essential for the public health and the proper functioning of the country!

## Data protection

The OGBL has reported several anomalies regarding data protection of employees so that ArcelorMittal can check those cases, considering that companies have a whole host of obligations:

Employees have been contacted by their supervisors who have asked them **questions about their sick leave (kind of sickness, duration, etc.)**. This proceeding is illegal, as those informations are covered by medical secret. The OGBL stresses that only the doctor in charge or the occupational medicine is entitled to access those informations, but it is forbidden that they communicate them to others, including the employer.

Some colleagues have informed the OGBL that **private informations** of several employees have been made public via a general email, when travel certificates were sent to some employees.

According to the law, you are entitled to control the use of your personal data. In case of any abuse, please do not hesitate to contact your delegates. To know your rights, we advise you to consult the following site: <https://cnpd.public.lu/en/particuliers/vos-droits.html>

**Your delegates**