

## ArcelorMittal: The OGBL is on the watch

### The situation of the ArcelorMittal group

The OGBL together with colleagues from other European trade unions are closely monitoring the situation and the state of health of the ArcelorMittal group. Although the Luxembourg plants seem much less affected than those of our neighbours, a fact confirmed by management, **the OGBL remains vigilant.**

Moreover, the **SCORE project** is no longer relevant; a new project should be presented to the social partners in the coming months. **The OGBL is following the dossier in order to avoid the health crisis is being used to cut jobs or to deteriorate the working and remuneration conditions of all ArcelorMittal staff!** The OGBL does not settle for false threats and false promises like others, and will never exclude organizing real trade union action if it proves necessary in order to defend our jobs and our quality of life!

### Problems with the pay slips

The OGBL has raised various problems with the management regarding the payment of **wage guarantees** for employees benefiting from short-time work as well as the **application of the monthly tax scale** for employees. Some colleagues were faced with a substantial loss of income on their last pay. "This is an unprecedented situation!"

The OGBL is aware that the state of crisis has created a certain number of problems, and that the company cannot be considered solely responsible, but the **OGBL delegates intervened immediately to ensure that the corrections were made as quickly as possible.** On this topic, do not hesitate to contact them if you have any doubts.

### New rules on taking holidays

On 5 June 2020, the OGBL referred the matter to the *Inspection du travail et des mines* (ITM) concerning the note "**Coronavirus and vacation**" issued by the company on 4 May 2020. Since the beginning, the OGBL has denounced this note, which is non-compliant and non-applicable since it has never been discussed and validated with and by staff representatives.

As a reminder, the document invites its employees to take their leave during the year, which at first sight seems very reasonable, but in addition asks them to take **at least 2 weeks during July/August** and imposes a **maximum of 10 days of leave remaining in the counters in mid-September.** These requirements have never been discussed with the staff representatives or validated by the staff delegation.

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The OGBL had intervened in writing on May 11, 2020, but to date the management has ignored all our steps and is proceeding happily. **Considering that the social dialogue does not work, the OGBL has no other choice but to refer the matter to the ITM and asked for a position and an intervention.**

For the OGBL, the establishment or modification of the internal regulations or any assimilated rule is subject to the agreement of the staff delegation. **Without its agreement, the employer's decision is not opposable to the employees. An employee could not, for example, be sanctioned for failing to comply with an instruction.** The OGBL denounces by the same token hierarchical superiors who put colleagues under pressure by forcing them to respect these rules which we consider not applicable, even illegal since they do not comply with the Labour Code.

## Home Office

On 5 June 2020, the OGBL, as the majority union, officially requested the opening of negotiations with the aim to introducing an **agreement on home office within ArcelorMittal** as soon as possible. The current context and the means implemented to avoid a spread of COVID-19 will mean that home office is well on its way to becoming a permanent and integral part of ArcelorMittal's organizational structure.

In the absence of a binding law, the OGBL calls for a framework for home office to ensure that the rights and obligations of co-workers are clearly defined. **The OGBL intends to address the following topics, among others:**

- The right to home office and the right to return to "normal" at the employee's request
- Recognition of the importance of disconnection, while emphasizing the health and safety aspects of the workplace
- Reimbursement of expenses incurred (electricity, heating, telephone and internet subscriptions, etc.)
- Keeping of benefits in kind and remuneration conditions;
- Provision of computer equipment and consumables (paper, cartridges, office equipment and supplies, etc.)
- Informing employees of the tax and social security implications of working from home
- Coverage and compensation by the employer of additional costs (tax and social security), especially if they are due to a decision by the employer

**It should be noted that some issues, especially those relating to costs, need to be addressed immediately,** even without a framework. We have therefore invited the management of ArcelorMittal to send us proposed dates as soon as possible in order to start discussions.