

stol-info

The OGBL takes action

Note on holidays – Victory for the OGBL

Last May, ArcelorMittal circulated a memo on holiday leave without first consulting or obtaining the agreement of the staff delegation. This note forces employees to have a maximum of 10 days remaining in mid-September. This goes against employee rights and is contrary to the rules on social dialogue and co-decision by employee representatives.

Faced with the management's refusal to broach the subject and to reconsider this position, the OGBL had decided to refer the matter to the Labour and Mines Inspectorate (ITM). The latter has just confirmed by letter that the OGBL was right. The OGBL immediately called on management to withdraw its note and inform the employees of their rights. The OGBL also requested an extraordinary meeting in order to find solutions for the employees negatively affected by this step.

Reorganizations and downsizing – The OGBL opposes any dismantling

The OGBL closely monitors the changes and reorganisations planned and underway at the various sites. Once again, we note that ArcelorMittal does not inform the staff representatives. The OGBL delegates discovered the facts on the ground recently in Dommeldange, Rodange and Differdange. The OGBL has reminded management that before any decision on organization, **the company must inform and in some cases consult the staff delegation**. The only answer we got was that there is "nothing to communicate with you" from ArcelorMittal representatives.

However, we note on the ground that a number of temporary agency contracts do not lead to permanent contracts and are replaced by new contracts, not all fixed-term contracts are renewed and not all departures are replaced. In addition, the company uses external companies/subcontractors for tasks that in the past were carried out by ArcelorMittal staff. The OGBL sees these decisions as a desire to **reduce the workforce**, which has the consequence of **deteriorating working conditions** by demanding to always do more with less. We also see a form of social dumping since external employees are paid at lower conditions than AM employees are. This puts them in direct competition with us.

The OGBL demands more transparency from the ArcelorMittal and fights against the dismantling of the Luxembourg steel industry bit by bit!

LUX2016 Agreement/steel Tripartite – Intervention of the OGBL

In this context, the OGBL has asked the Ministry of Labour to organize a meeting of the monitoring committee of the LUX2016/tripartite steel agreement in order to take stock of the situation. The Ministry representatives confirmed that this meeting will be organized at the beginning of the autumn. The OGBL follows this issue with the greatest attention and will keep employees informed.

stol-info

ArcelorMittal and work in the home office - Respect the employees!

At the meeting on 17 July 2020, **ArcelorMittal's management informed the employee delegates that it did not wish to negotiate a framework agreement on the introduction of home office** within the group. ArcelorMittal will decide on its own and will limit itself to informing the employee representatives.

As for holiday leave, **the OGBL contests this way of acting and reminded the company that it must respect the legal provisions regarding co-decision**. The OGBL's sole concern is to assert employees' rights and defend their interests. At this point, the OGBL reserves the right to refer the matter to the competent bodies. A well-supervised home office work, without negative impacts for the employees, is our only concern. The OGBL will soon take a decision on the follow-up to the case.

Home office and cross-border workers - The OGBL defends all employees

Cross-border workers may be negatively affected beyond a certain number of working days in their country of residence (home office) from the point of view of taxation and social security affiliation (sickness, pension, etc.). This is due to different agreements between countries and European rules.

The OGBL has asked the competent ministers to find solutions to reassure border workers. As far as **social security** is concerned, we can inform you that the measures have been extended until the end of the year. At the same time, the **fiscal agreements** with Belgium and France have been extended until the end of 2020. The agreements with Germany are being extended month by month. We advise you to consult our site for the latest news. It is obvious that the OGBL is looking for longer-term solutions to reassure employees about their situation, especially in the midst of the COVID-19 crisis.

Covid19 bonus – Refusal by ArcelorMittal

Despite the interventions of the OGBL delegates with the management of the various sites, central management informed the delegation that no bonuses would be paid to employees who had worked in difficult conditions and demonstrated their commitment during the hardest periods of the COVID-19 crisis. **The OGBL notes once again and with great disappointment that efforts are always made by some, but not by others...**

Employees' rights, health and safety - OGBL interventions

After having informed ArcelorMittal, the OGBL recently referred the matter to the Labour and Mines Inspectorate concerning irregularities (working conditions, safety) at an external company in Belval. If the OGBL finds problems, we will not hesitate to act. This applies to employees under ArcelorMittal contract, but also to temporary workers and subcontractors.

Have a good start for you and your family,

stay healthy and safe!