

# O G B L stol-info

## RESTRUCTURING PLAN AT ARCELORMITTAL

### **THE OGBL WILL ENSURE THAT NO EMPLOYEE LOSES HIS OR HER JOB**

The OGBL would like to come back to ArcelorMittal's recent announcement concerning a restructuring plan in Luxembourg, which would result in a 15% reduction in the workforce. This figure corresponds to almost 600 employees working on different sites of the group in Luxembourg. **The concerns of the OGBL have thus unfortunately been confirmed. This does not however lessen the shock.**

According to ArcelorMittal, this decision is due to the consequences of the crisis linked to the COVID-19 and the poor health of the steel industry in general. This restructuring replaces the "SCORE" project announced last year, which would have already had similar consequences, but on a smaller scale.

In this context, the OGBL, strengthened by its majority within the ArcelorMittal delegation as well as at the sectoral level, will ensure that **no employee loses his or her job. Under no circumstances can this restructuring be at the expense of employees.**

In the immediate term, the OGBL demands that all available instruments (early retirement, partial unemployment, training, reclassification, etc.) be considered before redundancies are considered. The OGBL reiterates its demand to put a new "tripartite" type agreement in place in order to deal with all eventualities linked to this restructuring plan. It is imperative to maintain the tools of Luxembourg social dialogue which have proved their worth in the past, even if it means adapting them to current needs.

For the OGBL, this agreement must necessarily include:

- **the well-known social support measures** (reskilling unit or CDR, various early retirement models)
- **continuing vocational training**, which must also be a key part of the agreement
- **detailed figures on investments to improve tools**

For the OGBL, the objective is not only to **avoid a social plan at all costs, but also to guarantee the future of the company in Luxembourg.** The OGBL therefore demands investments in order to guarantee jobs and secure the future of Luxembourg sites. The health and safety of employees will obviously have to be an essential part of this approach in order to ensure not only that working conditions are respected, but also that they are improved.