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Tripartite steel industry - Round 1

The **first official meeting of the tripartite**, in the presence of Ministers of Labour and the Economy, on Tuesday 6 October 2020 set a basic framework for future discussions on the restructuring plan announced by ArcelorMittal (AM). 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.

It should be noted that during the discussion it was announced that employees in the historical CDR will be granted early retirement for the years 62 and 63. No decision has yet been taken for the other employees.



The OGBL presses where it hurts

The representatives of the OGBL again pointed out the different grey areas of the ArcelorMittal plan such as:

- AM announces **job cuts**, but at the same time **hires** to replace some positions. AM seems to forget those concerned by the plan
- AM wants to **outsource activities**, which means that we give our work to others (external companies, subcontractors) and AM **creates its own overstaffing**.
- AM **promises investments**, but the **details are not known**: how much? when and how will they be made? what will they bring in?
- AM wants to **reorganise different departments** by **regrouping and relocating** activities without thinking about the employees involved.
- AM has not been able to announce the **expected production volumes** with this reduction in staff. The OGBL wants a projection with different scenarios (low, medium and high conjuncture).

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The OGBL wants a future for the steel industry in Luxembourg.

The OGBL demands a **tripartite agreement that is directly linked to investments**. In the past, job losses have always been compensated by investments that should ensure the future of the steel industry in Luxembourg. This must remain the rule and the OGBL demands that the duration of the **agreement be linked to the timetable for the implementation of the investments**. There can be no job cuts without investments!

For the OGBL to be able to accompany this new tripartite agreement, **all means must be implemented to avoid any job losses**: early retirement, partial unemployment, CDR and continuing vocational training, etc. Given that ArcelorMittal does not rule out the recourse to a social plan, the **OGBL demands a guarantee of employment for all employees** for the entire duration of the tripartite agreement in order to cancel a social plan.

ArcelorMittal will have to provide the OGBL with a **justification for every job cut** and **reorganisations will have to be discussed and validated by employee representatives**. The company has repeatedly committed itself not to close any sites or production lines, but ArcelorMittal has not done the same for services. For the OGBL, **the objective remains to reduce the announced figure of 578 job cuts by all possible means!**

The OGBL acts now

The OGBL has decided to convene all its delegates and militants in the next few days in order to assess the situation and decide on the next steps.

Your OGBL delegates remain at your disposal to answer your questions.