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Tripartite steel industry / Round 2: Discussions continue

On 12 November 2020, the **second meeting of the tripartite**, in the presence of the Minister of Labour, Dan Kersch, and the Minister of the Economy, Franz Fayot, provided an opportunity to **assess the current situation** and to **examine investments** and **outsourcing** in detail. Meetings of the working groups dealing with the various dossiers are already scheduled pending the next tripartite meeting, the date of which has not yet been set.



We need forward-looking investments

ArcelorMittal has officially presented its investment plan with a minimum of €150 million and a maximum of €200 million spread over five (5) years, from 2021 to 2025. For the OGBL, **it is too early to cry victory and judge whether these investments will be sufficient or not**. For the representatives of the OGBL, the priorities remain the same. We want investments:

- to make all Luxembourg sites sustainable (and that includes Dommeldange!)
- to modernise the sites and guarantee their future beyond 2025
- to increase product ranges
- to produce products with high added value
- to strengthen the links between the various Luxembourg sites
- to guarantee the self-sufficiency of the sites and restore Rodange's competitiveness

The OGBL has made it clear from the outset that **investments can in no way serve only to guarantee the maintenance of the tools of production!** Priority investments must also be identified and defined! The ministers agree with the OGBL on these points and the investment dossier will be further developed with the help of the staff representatives before the next meeting.

The outsourcings

The OGBL always aims to prevent outsourcing of activities to third companies at the expense of the employees concerned. The OGBL always defends the same position: no outsourcing can be carried out without the agreement of employee representatives, in order to assess the situation in detail, evaluate the justification and counter the harmful consequences of such outsourcings.

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The social aspect of the agreement is essential!

At the meeting, ArcelorMittal set a target of **536 job cuts**. In addition to "natural departures" (retirements, early retirement for shift-work, resignations, etc.), there would be a potential of 237 early retirements (this figure only covers the year 2021 and not the following ones). Despite all these departures, there would still be a potential **280 people out of work**. These people need to be transferred to the "cellule de reclassement" (CDR).

At the same time, ArcelorMittal has indicated that it will have to replace some people, i.e. posts that have not been cut, and estimates that there are about 200 of them. In the framework of a future agreement, the staff representatives and ArcelorMittal will need to make the link between these posts to be filled and the employees of the CDR, in an attempt to reduce the number of people without a permanent job.

We are the steel industry !

For the OGBL, it is obvious that in order to accompany the changes to come and to **guarantee the protection of the interests and rights of all ArcelorMittal employees** in Luxembourg. It will be necessary in a second phase to set up a tripartite agreement covering all the projects for at least five (5) years. These will include the whole range of instruments at our disposal that have proved themselves in the past:

- a guarantee of employment for all employees and the lives that depend on it
- wage guarantees in the spirit of the agreements reached
- early retirement for all, for the duration of the agreement
- a revitalised and modern "cellule de reclassement"
- to maintain structures and all sites in Luxembourg

The OGBL wants a future and a vision for all Luxembourg sites. The OGBL does not intend to play the gravedigger, unlike others.

**For the Administration! For Belval! For Bissen!
For Differdange! For Dommeldange! For Rodange!
For the future of the entire steel industry!**

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