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ArcelorMittal : Tripartite agreement signed, 3000 jobs saved

On 25th of January 2021, employee representatives, ArcelorMittal management and government representatives signed the various documents ratifying a new tripartite agreement for the steel industry (Belval, Differdange, Dommeldange, Rodange and Administration) and the wire drawing plant (Bissen). This agreement, which is valid for 5 years (2021-2025), ensures the maintenance of ArcelorMittal's activities in Luxembourg and the 3,000 jobs that depend on them.



According to ArcelorMittal's management, the health crisis and the European steel sector crisis are at the origin of the restructuring plan, resulting in the loss of more than 500 jobs in order to improve the profitability of the Luxembourg sites. Today, ArcelorMittal employs more than 3,500 people, but aims to employ just under 3,000 by 2025.

The OGBL will never be satisfied with job cuts, but has obtained full support for the affected employees. The latter will benefit from the various tools relating to job maintenance. At the same time, commitments have been obtained regarding the investments necessary to ensure the future of all sites, even beyond 2025. In these difficult and uncertain times, this new agreement, which is in line with previous agreements in which the OGBL has always been the main player, brings stability and respite to all employees concerned.

Accompanying measures for employees

Thus, around 200 employees, born in or before 1964, will be able to take early retirement. This measure has the effect of mitigating the effects of the restructuring. A reassessment for subsequent years will be carried out each year to estimate the need for additional early retirement, subject to acceptance by the authorities.

The 300 employees whose positions will be eliminated will be assigned to the new "cellule de reclassement" (CDR). They will thus be able to benefit from various instruments aimed at keeping them in employment: short-time working, trial period in a new job, loan of labour, missions, training, etc. The aim of the CDR is to offer them a new, permanent job. Wage guarantees were also renewed for the duration of the agreement.

Despite the 500 jobs thus cut, the OGBL obtained a job guarantee for all employees. There will therefore be no social plan, nor any job losses. Employee representatives will also oversee the management of the CDR so that it fulfils its role.

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Investing today to ensure the future of the Luxembourg steel industry

In addition to the guarantee of employment and the maintenance of the sites as a whole, the OGBL demanded investments from the ArcelorMittal group in order to ensure the future of the Luxembourg sites. In the current context, it is not enough to accompany the negative effects of this restructuring, it is also necessary to ensure the maintenance of production tools and the development of new projects and products that will ensure a future for the company's activities.

An envelope containing a minimum of 165 million euros and a maximum of 205 million euros has thus been secured by the OGBL. If ArcelorMittal's management does not respect its commitments, the company will be obliged to reimburse part of the aid obtained. This position, shared and defended by the government, is in line with the OGBL's national demand to make companies receiving public aid responsible and to hold them accountable in the event of breaches of commitments.

The OGBL looks after the interests of employees

The necessary safeguards have been put in place thanks to the action and commitment of the Luxembourg government representatives, but employee representatives will have to continue to accompany all changes and transformations throughout the duration of the agreement, within the framework of social dialogue. The OGBL will ensure that all the commitments made are fulfilled, while respecting the interests and rights of employees.

The support and monitoring of the tripartite agreement by the OGBL will be carried out in full respect of the working conditions and remuneration of all ArcelorMittal employees. Health and safety will be one of the essential elements in order to guarantee well-being at work for all throughout the changes and mutations to come.

Released by the OGBL Steel and Mining Union