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ArcelorMittal: Update on the situation

MBO Bonus

ArcelorMittal confirmed that the bonus (MBO) negotiated by the OGBL will be paid out to employees on the April pay statement. For managers, the payment will be made with the March salary. As a reminder, the rate applied is determined in relation to the employee's position in the year 2020. Depending on the criteria established, the amount of the bonus per site will be:

- 45% for Belval
- 30% for Differdange and Dommeldange
- 30% for Rodange
- 35% for the "AMBDR" average

At the level of the Administration (AOB and Pétrusse), the numbers per sector will be communicated at local level.

ArcelorMittal deposit accounts

The holders of ArcelorMittal deposit accounts, which are a company savings scheme inherited from the time of the ARBED (and even before that, since they are over 100 years old), have seen the base rate set at 0.70% and the fidelity rates at 0.00%. The company also informed us that retired employees held 90% of the existing accounts.

At the request of the OGBL, the company explained that the current context and the very low or even negative interest rates explain these downward changes.

The importance of organizational charts

For quite a while, the OGBL fraction has noted that the target organisation charts validated by the staff representatives were, in some cases, not followed or simply forgotten. These organisation charts are an important tool for structuring the organisation of work, hierarchical links, turnover rates, anticipating departures, establishing the skills of employees or even awaiting promotions.

The OGBL questioned management on the subject and recalled that the validated organisation charts cannot be ignored and could only be modified after consultation and validation of staff representatives. The OGBL also requested that the necessary tools be made available to enable staff representatives to check the organisation charts. This is especially important when the company is facing major reorganisations due to the LUX2025 tripartite agreement.

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Drawing up schedules and respecting rest periods

Following numerous feedbacks from colleagues, the OGBL intervened to relaunch discussions concerning the organisation of work in order to try to reconcile the private life of colleagues and the needs of the company. In the face of increasing demands for flexibility, co-workers are demanding more predictability and respect for their rest time.

Your OGBL representatives are involved in discussions at local level with managers to try to improve the situation with regard to the planning of working time and rest time. We invite you to contact your OGBL delegates in case of irregularities in this respect.

Reactivation of the suggestions committee

The OGBL has again urged ArcelorMittal to reactivate the suggestion committee. This allows employees to participate in technical or safety improvements by proposing good ideas to increase the profitability of the production sites or by creating a safer work environment. In a changing industry and company, this system allows colleagues to actively participate in positive changes and not just be subjected to them.

ArcelorMittal has taken note of the request and has indicated that it will reactivate the system without being able to give a specific date.

Improving shared and local HR services

Colleagues and the OGBL have noted for some time that the shared and local HR services are overwhelmed. Colleagues find it difficult to contact them when facing problems with their pay slips or for inquiries. The OGBL knows that retirements/pre-retirements, reorganisations and teleworking have not made things any easier for our HR colleagues.

ArcelorMittal is aware of the situation and has promised that a new organisation will be put in place in order to accommodate the needs of the employees, shorten response time and improve the provided service. There is talk of improving the physical presence and means of contact (email and telephone), as well as tools to monitor and manage cases.

The OGBL has already made it known on more than one occasion that ArcelorMittal should without hesitation use the reclassification cell (CDR) to reinforce its services in case of need and especially during this phase. For the OGBL, it is important to reconcile the improvement of the services offered and the well-being at work of the HR employees, which are very much in demand.

Your OGBL staff representatives