

stol-info

ArcelorMittal: in the field

Accidents on the rise at ArcelorMittal

Trade unions around the world are horrified to see that health and safety conditions at ArcelorMittal are deteriorating with an increasing number of accidents and deaths. In Luxembourg, fortunately, we have not experienced any tragedies, but we have seen a **resurgence of accidents** on certain sites.

For the OGBL it is important to monitor the situation in order to analyse in detail the reasons for these accidents to avoid their recurrence. Together with trade unions in other countries, the OGBL has sent a statement to ArcelorMittal asking for immediate reinforcement of **joint actions** between local management and employee representatives. It also denounces the **lack of investment** in maintenance, infrastructure, health and safety.

Favourable economic climate, but...

The steel sector is currently benefiting from favourable market conditions characterised by strong demand and rising prices. This somewhat unexpected situation, especially in the context of COVID-19, has enabled the group to present very positive results. Despite the favourable situation, **Luxembourg is unable to take full advantage of the situation due to technical problems.**

The OGBL would like to remind you of the findings of the European trade unions, which show that ArcelorMittal is the **steel group that is doing best, yet it invests the least.** In the context of the tripartite agreement, a significant number of investments are planned, but the OGBL hopes that the current context will allow these and other investments to be accelerated, both in installations and in personnel. If they had been carried out, ArcelorMittal Luxembourg would probably have been able to achieve higher results and avoid unplanned shutdowns.

Stress at work

The OGBL notes that the restructuring desired by ArcelorMittal and governed by the tripartite agreement signed between the staff representatives, the group and the government may have harmful consequences for the health and safety of employees. Situations of stress and overwork are regularly reported to staff representatives.

stol-info

The **OGBL actively monitors the situation on the ground and takes action with local management**. For the administration, the OGBL has asked ArcelorMittal to obtain the global accounts of employees on flexitime per unit in order to check that employees do not exceed the limits set by the legal framework. This will also make it possible to check that hours worked are taken into account and not lost at the end of the period.

In order to support these steps, the OGBL is also helping to set up a « **harassment procedure** » aimed at protecting employees who are victims of this type of behaviour. Discussions between staff representatives and management are also taking place. The OGBL hopes that this procedure will be available to employees by the beginning of the new school year.

Telework agreement

On 5 June 2020, the OGBL had asked the company's management to start negotiations to set up a telework agreement for ArcelorMittal Luxembourg employees. In October 2020, an agreement at national level was signed between employee and employer representatives, complemented by an agreement in April 2021 on the employees' **right to disconnect**.

In the first phase, the company did not seem to want to deal with the issue jointly with the employee representatives and wanted to set up "telework guidelines" without the agreement of the staff representatives.

Fortunately, discussions took place and an agreement seems to be approaching. For the OGBL it was essential that **any agreement should take into account the different specificities of ArcelorMittal employees** and that it should be in line with the existing legal framework. It should be noted that this agreement becomes essential when the temporary tax and social security agreements with our neighbouring countries end.

**Your OGBL staff representatives wish you and your family
a good summer holiday
in good health and safety!**

Genéisst Är Vakanz!

**Profitez de vos vacances! Geniessen Sie Ihre Ferien!
Desfrute das suas férias! Enjoy your holidays!**

