



Tripartite steel agreement LUX2025



Second meeting of the Monitoring Committee

The Minister of the Economy, Franz Fayot, and the Minister of Labour, Georges Engel, invited the trade unions and the management of ArcelorMittal Luxembourg to participate on 17 January 2023 to the traditional meeting of the Follow-up Committee of the LUX2025 tripartite steel industry agreement. This annual meeting allows to assess what happened the past year. For the OGBL, it is above all an opportunity to check whether the agreement is being applied properly and to verify whether ArcelorMittal is keeping its commitments.

The OGBL Steel Industry was represented by its president, Samuel Ferrai, one of its vice-presidents, Jean-Luc Schmidgall, as well as OGBL executive board member, Stefano Araújo.

Jobs saved

ArcelorMittal currently employs **around 3,200 people** in Luxembourg. The restructuring initially planned by ArcelorMittal foresees that by the end of 2025, the company's workforce will only amount to around 3,000 employees out of the 3,500 employees it had at the beginning of 2020. The OGBL can of course never be satisfied with job cuts, but nevertheless points out that the use of various instruments, including early retirement, the redeployment unit (CDR), and internal reorganisations, has made it possible to avoid a redundancy plan.

The year 2022 was not the year of job cuts within the company. Nevertheless, the OGBL has noted in some cases a **worrying deterioration in working conditions**. Reorganisations, departures that are difficult to replace and the prevailing shortage of labour have a negative impact on the quality of life of employees. This situation is further reflected in the number of departures. The number of **employees who have left the company is around 450** in less than 3 years. This figure does not consider retirements and early retirements. The OGBL is paying particular attention to this daily and is not forgetting the ongoing discussions on the renewal of the collective labour agreement, which should also provide concrete solutions for the staff.

It should also be noted that not all the planned reorganisations have yet taken place. In this context, the OGBL will continue to closely accompany the transformations, paying particular attention to the interests of the employees.



Investments made and to be made

In 2022, ArcelorMittal exceeded the level of its investment commitments. As a reminder, the company had committed to invest between 165 and 205 million euros. Today, ArcelorMittal has already made 2/3 of the minimum investments required and has therefore exceeded the level expected at this stage. The OGBL therefore notes that **the company is respecting its commitments** towards the employees and the Luxembourg government.

Additional investment projects, beyond those planned, were also discussed at the Monitoring Committee meeting. 130 million investment package announced in September 2022, aimed at financing decarbonisation technologies for the Belval and Bissen sites.

The future of ArcelorMittal in Luxembourg

Work has begun on the construction of the **building in Kirchberg** that is to house the company's new headquarters and is expected to be completed in 2026.

The OGBL also remains attentive to the future of the **Dommeldange** site, to ensure that it will continue to operate while respecting the guarantees given by the group regarding the maintenance of activities during the period of validity of the agreement and beyond.

As for **Bissen**, despite announcements of investments aimed at decarbonising the site, the OGBL remains relatively worried. The site is currently going through an unprecedented crisis, the reasons for which, according to the OGBL, are to be found in the strategic choices made by the "WireSolutions" division, which are currently weighing on the results.

The ship stays on course and maintains its cruising speed!

Despite a very unstable geopolitical and health context, volatile energy prices and restructuring carried out and planned, ArcelorMittal continues to post positive figures. The employees and the Luxembourg sites contribute largely to this result. It is therefore clear to the OGBL that ArcelorMittal must invest more in Luxembourg. This applies to its activities as well as to the personnel who accompany all the developments.

Despite some reservations, the outcome of the follow-up meeting was generally positive. The OGBL would also like to thank the public authorities and the relevant ministries for their commitment.

Press release by the OGBL's Steel and Mining Union