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## Protest picket - Reminder!

The OGBL Steel is organising a **protest picket in front of the Differdange site** (ex-direction portal/across from the Science Center/old Léierbud) this **Friday 17 November 2023 at 2.30 pm**. This trade union action is taking place following the dismissals of sick colleagues from the "Train Grey". The OGBL believes that the employees concerned have been treated unfairly and that other solutions should have been considered. Once again, we deplore the obvious lack of social dialogue. This picket is being held to show our disagreement and to demand their reinstatement.



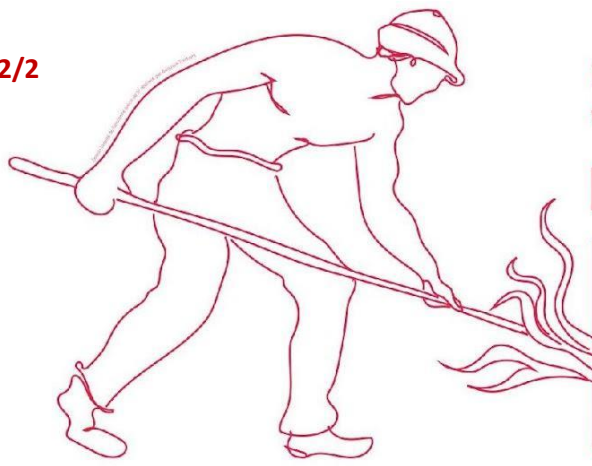
## Safety point - The drama continues

Our thoughts are with the families of the 46 victims of the accident and with the dozens injured following the explosion in a mine in Kazakhstan owned by ArcelorMittal. Unfortunately, this is not the first time this has happened, and we are regularly confronted with the deaths of colleagues working for the ArcelorMittal group. A few months ago, **the Kazakh authorities had already criticised ArcelorMittal for its failings in terms of safety and social dialogue**, pointing out that profit seemed to take precedence over any other consideration for ArcelorMittal.

**The unions worldwide, and therefore the OGBL, have constantly deplored the under-investment and lack of collaboration** with employee representatives in trying to improve things. The group only seems to apply repression and wants to multiply constraints and safety procedures. This is being done to absolve itself of any responsibility, instead of trying to identify the real problems and take the necessary measures.

## Reliability problems - understaffing!?

Luxembourg sites are regularly faced with **reliability problems**. In addition to the old age of certain installations and the lack of investment, which is limited to the strict minimum and often only to projects that 'make money', the OGBL Steel is constantly asking for **more investment** and, above all, pointing the finger at the **lack of staff** in certain departments. This is more critical in the maintenance teams. OGBL delegates once again raised this point with LPL management.



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## Benefits for ArcelorMittal employees

Following the abolition of the Sympass card by ArcelorMittal's management without warning, the OGBL has constantly asked for and proposed a new benefits system open to all ArcelorMittal employees. Despite the existence of **other systems** such as "My bargains" or the "Amcham Benefits Club", some of which are being "tested" within certain departments without anyone being informed, nothing concrete has yet been planned or finalised. This is despite requests from employees and their representatives. It should be noted that most of the proposals made by staff representatives have unfortunately been ignored to date.

Against this backdrop, the company is keen to announce that it plans to offer **car-related benefits** to employees in the very near future. The staff delegation will be consulted before the scheme is introduced. There is talk of special offers from certain car dealerships in the greater region, special conditions for private vehicle leasing and advantageous conditions for the purchase and storage of tires. More specific information will follow.

## Exempts: Extension of meal vouchers and travel allowance

At the last monthly meeting with the upper management, OGBL staff delegates, in the interests of fairness and consistency, questioned ArcelorMittal representatives about the **extension of meal vouchers** exempts who are not legally covered by the collective agreement signed at the end of September, which will introduce this benefit from January 2024. The company replied that it would assess the situation and give it some thought. A response is expected shortly.

The same applies to the new **travel allowance** for employees who must travel for the company (beyond 150 km from their home), applicable according to the collective agreement. The travel allowances that were previously applied to exempts are no longer applied. The OGBL is therefore calling for the system to be applied to all employees without distinction, especially if they were previously entitled to an allowance. We are waiting for clarification and position from the upper management.

**Your OGBL staff delegates**