

GROUP 1



Steel industry

**Elections
Chamber of
Employees**

2024 —
Postal ballot

elsoc.lu — ogbl.lu —   



OGB•L
— THE TRADE UNION



**Never alone
against
social
injustice!**



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lire en français?**
Visitez :



**Prefero ler em
português?**
Visitar:



ogbl.lu



**Möchten Sie
lieber auf
Deutsch lesen?**
Besuchen Sie:



This time, we can all vote.

Nora Back

President of the OGBL



OGBL
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And we should all use this right. With over 600,000 voters - twice as many as for the parliamentary elections - the Chamber of employees (Chambre des salariés) election is the largest democratic election in Luxembourg. Everyone can vote: employees, apprentices, pensioners and job seekers, regardless of nationality, gender, place of residence or background. It is an important opportunity to make a real difference. Every vote cast is a boost to a powerful community that stands up to employers and political decision-makers in defence of its interests. .

The OGBL campaigns for joint decision-making at all levels, in companies and in the political arena, to secure equal rights and voting rights for all. Each one of us has a vote for the Chamber of Employees: let's use it! Together we can make a difference!

At a time where the conservative-liberal government is teaming up with the employers' associations, while employees and their families are being hit by one crisis after another, it is more important than ever to strengthen the OGBL.

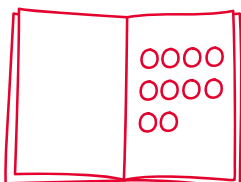
The OGBL is the only trade union with the strength and courage to stand up to attacks on the interests of employees and pensioners.

Difficult times lie ahead. The coalition government is unequivocal about its aims: promote the interests of capital owners, let the free market sort out the the big problems of the day, ignore the climate crisis, offer no solution to the housing crisis and, above all, further tighten the belts of workers and pensioners.

We must defend ourselves and stand up for our hard-won rights, safeguard and improve our labour laws, protect our pensions and improve the lives of workers , pensioners and their families.

Now is the time for change. It is up to us to ensure that the social election is a show of strength by all employees! This is more than just another election. It gives us the chance to ensure that our interests are firmly at the top of the agenda. Our votes are not just about marking a cross on a box. They are about solidarity, unity and coming together to make our voices heard.

All our candidates



page EN 7

Dear colleagues,

You are called upon to elect your representatives to the Chamber of Employees (Chambre des salariés) and your staff delegates in your company. The outcome of these two elections will determine who will represent your interests for the next five years at the national level and for the Luxembourg steel industry.



Everyone talks about the index. Only we defend it!

No false promises. Just strong actions!

The OGBL is the only trade union to have defended the interests of employees, pensioners, and their families! The OGBL opposed and refused to sign the tripartite agreement that endangered the wage indexation mechanism. The OGBL fought to **re-establish wage indexation**. That battle was won, but the OGBL didn't stop there: we also strengthened purchasing power by **reducing the tax burden** (Crédit d'impôt conjoncture - economic tax credit - and adjustment of tax brackets), **capping energy prices** and much more.

Every vote for the OGBL strengthens the position of workers and pensioners, regardless of their background, country of residence or professional status – to **defend and improve our social gains!** The OGBL is the only truly independent and representative trade union at national level. It has always been and remains the only effective and formidable **force** against all austerity measures.

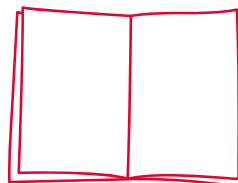


How to vote?

The ballot paper for the Chamber of employees (CSL), sent to you by post, must be returned to the polling station by March 12th. To make sure your vote is counted, complete the ballot form and post it by Friday 8th March 2024

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You can find all information on the election process



pages EN 8-9



Voting for the OGBL at the Chamber of employees means voting for:



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- Wage and pension indexation
- Reducing the tax burden on workers and pensioners
- Respect for workers and their labour
- Fair pay
- Defending pensions and early retirement
- Safe and high-quality jobs
- Job security through tripartite agreements
- Better collective labour agreements
- Work-life balance
- More control over working hours for workers
- Defending telework and the right to disconnect
- Protecting workers on sick leave and victims of harassment



AGOSTINELLI
Carlo
ARCELORMITTAL



BAGAGLIA
Stéphanie
ARCELORMITTAL



BONILAVRI
Laurent
ARCELORMITTAL



DETTI
Virginie
ARCELORMITTAL



FERRAI
Samuel
ARCELORMITTAL



HIMMICHE
Abdelhamid
ARCELORMITTAL



POULAIN
Xavier
ARCELORMITTAL



SCHMIDTGALL
Jean-Luc
ARCELORMITTAL



STANEF
Michel
ARCELORMITTAL



ZATTI
Jean-Marc
ARCELORMITTAL



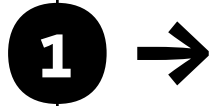
Chamber of employees

How to vote?

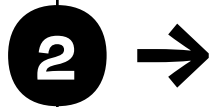
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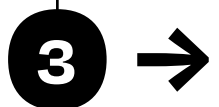
**Ballot papers for the election
of the Chamber of employees
are sent to you by post**



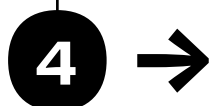
**Fill in your ballot
using one of the
two valid methods**



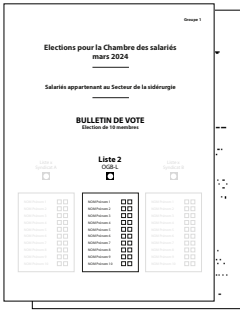
**Prepare to send
your ballot**



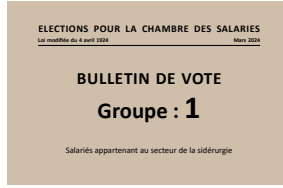
**Return the ballot
no later than
8th March 2024**



Example Group 1



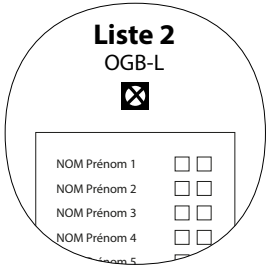
ballot paper and voting instructions



neutral envelope

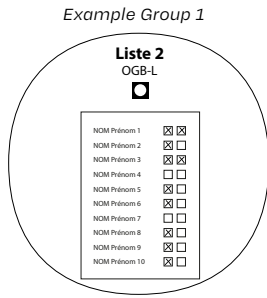


return envelope



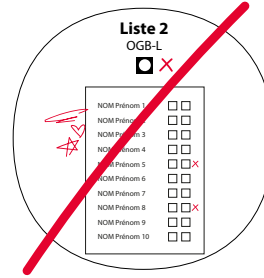
Vote OGBL, List 2

To strengthen the OGBL and send a strong signal to the government and employers, **the best method is to cross or blacken the circle above List 2 - OGBL!**



Another method

is to cast your **10 votes** by marking a cross in one or both of the boxes behind the names of the OGBL List 2 candidates. Each cross represents one vote.

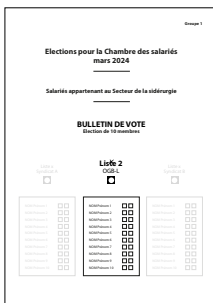


Do not

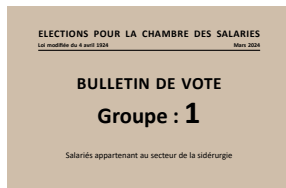
- blacken the circle above the list AND also vote for individual candidates
- put any marks or remarks on the ballot
- cast more than 10 votes

In all three cases, the ballot is invalid!

Example Group 1



ballot paper



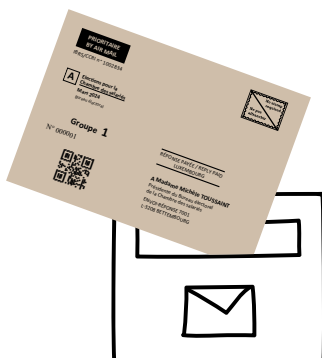
neutral envelope



return envelope

Place your ballot paper in the small neutral envelope.

Then insert the neutral envelope in the return envelope and seal it!



Deposit the return envelope in a post office mailbox in Luxembourg or abroad, **in time to reach the electoral office by 12 March 2024.**

Postage is paid by the recipient. Do not put a stamp on. You must not frank the envelope, either in Luxembourg or abroad.

No empty talk...

The OGBL defended the index

The OGBL was the **ONLY** trade union not to sign the tripartite agreement in March 2022, which foresaw one indexation **every 12 months**. Thanks to the OGBL's persistent campaigning, which included street demonstrations, a new agreement was reached in September 2022, that restored the usual mechanism of indexing salaries and pensions. The index manipulation was ultimately limited to one single indexation. **Three additional indexations** were paid, representing a **7.7%** boost to purchasing power.

Partial adjustment of tax brackets

Since the mechanism of automatically adapting tax brackets to inflation was abolished in 2012 by the then Finance Minister Luc Frieden, workers and pensioners have seen their tax burden creeping up as tax brackets have failed to keep up with the increase in the cost of living. This is a tax increase by stealth which erodes the net worth of each wage indexation! When a new tripartite agreement was adopted in March 2023, the OGBL finally achieved a (partial) adaptation of the brackets to limit these losses. The adaptation comes in the form of a **tax credit** equivalent to the tax impact of **2 indexations** in 2023, and an **adaptation of the brackets** which comprises **2.5 indexations** on 1 January 2024, later increased to **4 indexations** (out of eight due) by the government.

Tackling inflation instead of attacking the index

While the other unions previously agreed to changes to the index mechanism without any action to stem huge price increases, in September 2022 the OGBL obtained an **energy price cap**, helping to protect households against price increases. This cap is valid until 31 December 2024 and has had a considerable impact on reining in inflation.

Hundreds of thousands of workers have benefited from **improved pay and working conditions** negotiated by the OGBL. Since 2019, the OGBL has negotiated new collective bargaining agreements in 18 companies, covering more than 1,600 workers who previously did not benefit from a collective bargaining agreement.

Following the OGBL's demand for a **structural increase in the statutory minimum wage (SSM)** at the beginning of 2019, the government increased it by 0.9%. And despite continued opposition from employers, the **SSM has been regularly adjusted to the general evolution of salaries** over the past five years. Every two years, the minimum wage has been adjusted in addition to being indexed.

The OGBL has negotiated **job protection plans** in various economic sectors, protecting thousands of jobs throughout multiple crises. The OGBL's actions prevented **mass redundancies which had already been announced** by employers, by negotiating job protection plans instead of a collective redundancy procedure ("social plan"). In this way, we were able to avoid **as much as possible cold dismissals**.

The OGBL negotiated national agreements with employers: an inter-professional agreement **governing telework** and an agreement relating to legislation on workers' **right to disconnect** outside of working hours. The OGBL successfully pushed to adapt working conditions to the digital age.

Although the OGBL's 2019 campaign sought a sixth week of paid leave, the government reacted by increasing statutory annual leave **to 26 days** by introducing a new public holiday, **Europe Day on 9 May**. The OGBL achieved part of its objectives, but will continue to fight for a sixth week of statutory leave.

The OGBL negotiated 232 collective bargaining agreements

An increase in the statutory minimum wage

Thousands of redundancies avoided

Agreements reached on teleworking and the right to disconnect

One additional day of leave and an extra public holiday



Family benefits re-indexed

Since **family benefits** were de-indexed in 2006, the OGBL has continually fought for their **re-indexation**. This was finally achieved on **1 October 2021**. Since then, benefits have risen in line with inflation five times, and currently stand at **between €418.32 and €497.16 per child per year**. However, the OGBL has not forgotten all the losses sustained between 2006 and 2011!

Immediate direct payment by the National Health Fund

A pilot scheme for **immediate direct payment** (paiement immédiat direct – PID) was launched by the National Health Fund (Caisse nationale de santé – CNS) in September 2023. With the PID, patients no longer have to advance the amounts reimbursed to them by the CNS. The PID is a response to one of the OGBL's long-standing demands to set up a **generalized third-party payment system** for medical services, to protect the insured from financial hardship. The OGBL insist that stakeholders implement this system quickly, so that the insured use it as soon as possible.

Seeing off attacks on our social security and pension schemes

Despite repeated attacks by employer lobbyists and various international institutions, the OGBL remained vigilant to see off reforms of our social security and public pension system that would have harmed the interests of employees and pensioners. It goes without saying that the OGBL will **strongly oppose** any such attack.

1,229 legal affairs

Between 2019 and 2023, the OGBL supported workers in 1,229 labour and social security law disputes. We have a **high success rate of 90%**.

... just strong actions!



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5

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Gouvernement
et patronat
Les salariés sont
fatigués de payer
les pots

TOUCHEZ
A NOTRE

PARTE A TOULON
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List
2

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EN 14

**Vote
list**

2

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OGB•L

We are the future!

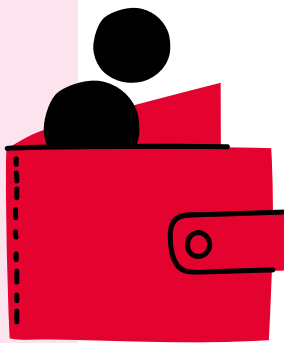
At the OGBL we put forward proposals in all areas which directly or indirectly impact working conditions of employees, pensioners, and their families. During the parliamentary election we informed all political parties of our priorities and we firmly uphold these demands in our dealings with the new government. We want a fairer society!

The OGBL's primary objective is to combat inequalities and provide better protection for employees, pensioners and their families, regardless of their country of residence, background or gender.

Given new austerity measures that are on the horizon, it is more important than ever that we boost the power of Luxembourg's largest trade union, the OGBL!

Hands off the index!

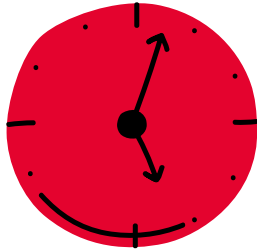
Hands off the index! It must not be manipulated, deferred, changed, or capped! In 2022, the OGBL was the only union to defend the automatic indexing of salaries at all costs, and will continue to do so. The index is a key tool for protecting the purchasing power of employees, pensioners and their families. It is a pillar of the Luxembourg social model and ensures social peace. The OGBL will not tolerate any attack on the index!



Good working conditions and wages for all

The best way of guaranteeing good working conditions and reducing inequality is to have a collective bargaining agreement (CBA) negotiated by the trade union. Although the OGBL has made every effort to negotiate new CBAs, there is still a long way to go to reach the European Union's 80% target of CBA coverage. In order to facilitate the implementation of new agreements, the OGBL wants employers to be required to negotiate on a sector-specific basis, and for public tenders or state aid to be awarded only to companies with a CBA. The OGBL is also asking for trade unions to be given more, including the ability to organise warning strikes before the end of the conciliation process. In addition to collective bargaining legislation, the OGBL is seeking a structural increase of the statutory minimum wage.

Working time is lifetime



The coalition programme reflects employers' hostility towards a number of aspects of working time organisation. While a number of economic sectors struggle to hire staff, employers and their political allies claim that we need more flexibility. In fact current laws already offer a number of possibilities through collective bargaining agreements, and additional flexibility would further increase the risk of burn-out and work-related illnesses. The OGBL opposes any additional flexibility, and particularly an annual working time reference period. Instead, it calls for a general statutory reduction in working hours with no reduction in pay, which should then be transposed in collective bargaining agreements negotiated by the trade union.

A more protective labour law

Given attempts to unravel or bypass labour law, the OGBL is calling for stronger labour laws which better protect workers. We especially need stronger protection against both individual and mass redundancies. The OGBL is therefore pushing for a job protection plan (plan de maintien dans l'emploi – PME) as an essential requirement before implementing any collective redundancy procedure ("social plan"). Employees also need better protections administration case of bankruptcy of their employer. Furthermore, to meet future challenges in the world of work, the OGBL is calling for a reform whereby employees have guaranteed access to ongoing training. The OGBL is also calling for emergency national legislation on the gig economy, to prevent the 'uberisation' of labour law!



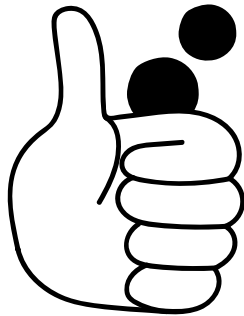


Fairer taxation

A fairer society can be delivered through a fairer tax system. Taxes should not only redistribute wealth down the income scale, but also fund a strong state which is able to invest in infrastructure, high-quality public services, good social benefits and a decarbonised future. To do so, we need sufficient tax revenue. Contrary to what is set out in the coalition agreement, we need to alleviate the tax burden for households on low and average incomes and tax high and very high incomes more heavily, together with higher taxes on capital income. The OGBL opposes any additional reductions in corporate tax. The OGBL is also calling for tax brackets to be automatically adjusted in line with inflation, to put an end to so-called 'cold progression'.



EN 18

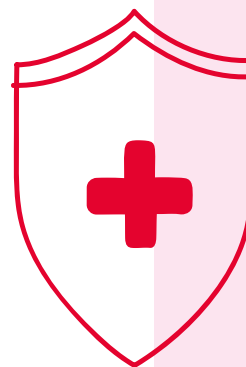


Good pensions for all!

Both the government and employers' lobby have started attacking our retirement system by brandishing the threat of a 'pension wall'. The OGBL will not allow any further downgrading of our pensions. The 2012 pension reform, opposed by the OGBL, will cost the average employee €314,000 over a 25-year retirement period. It also contains provisions to reduce or even abolish the end-of-year pension benefit, and to remove the regular adjustment of pensions in line with the general salary evolution.

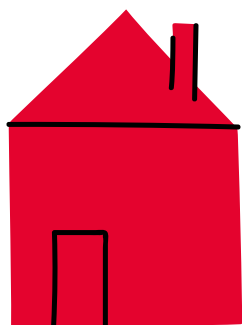
The OGBL is calling for the reversal of these unfavourable measures introduced in 2012. We also want a structural increase in the minimum pension to ensure that pensioners have a decent quality of life.

Protecting our social security and health systems



The OGBL strongly opposes any attempt to further privatise health care or the social sector. While we acknowledge shortcomings in the sector, a two-tier system and the erosion of social benefits is not the answer. The OGBL is therefore calling for the mandatory agreement 'conventionnement' of medical services to be upheld. Ambulant surgery and MRI scans should be in the remit of the hospital sector and the relevant collective bargaining agreement has to be implemented. The OGBL is also committed to an extension of healthcare coverage by the National Health Fund (CNS). It is also calling for a structural increase of family benefits which takes into account the losses incurred by the de-indexing between 2006 and 2021, and an end to all discrimination in this area against cross-border employees and their families.

A roof over one's head is a right!



We have a housing crisis on our hands. Access to housing is becoming impossible especially for younger people, and rental prices are going through the roof, both in Luxembourg and in bordering regions. The OGBL is calling for a rental cap which takes account of increases in the cost of living. The OGBL also wants to limit speculative property purchases through a progressive land tax, and national taxes on vacant property and retained land. We want to abolish tax breaks which the government plans to extend, as they only serve to fuel speculation and boost profits for property developers! We are also calling for a large public housing programme.

Don't vote if...

indexation of salaries and pensions*

doesn't interest you.

* The OGBL fights to preserve the index, the key to purchasing power.

**Elections
Chamber of Employees
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